

HUBUNGAN *WORK ENGAGEMENT* DENGAN *TURNOVER INTENTION* PERAWAT DI RSUD KISA DEPOK

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Abstrak

Work engagement dapat menjadi salah satu prediktor untuk *turnover intention* pada perawat. *Turnover intention* dapat diminimalisir sehingga dapat menurunkan angka turnover perawat pada suatu perusahaan. Tujuan dari penelitian ini adalah untuk mengetahui hubungan *work engagement* dengan *turnover intention* perawat. Penelitian ini menggunakan desain *cross sectional* dengan uji *chi-square*. Penelitian ini dilakukan pada bulan April-Juni 2023, dengan sampel 140 perawat. Teknik pengambilan sampel menggunakan *stratified random sampling*. Berdasarkan hasil analisis hubungan *turnover intention* dengan *work engagement* didapatkan nilai *p-value*=0,001 ($p<0,05$) dan hasil analisis hubungan karakteristik perawat dengan *turnover intention* menunjukkan angka *p-value*=0,244-0,831 ($p<0,05$). Kesimpulan penelitian ini adalah hubungan yang signifikan antara *turnover intention* dengan *work engagement* di RSUD KiSA Depok dan tidak terdapat hubungan antara karakteristik perawat dengan kejadian *turnover intention* perawat di RSUD KiSA Depok. Diharapkan pihak manajemen rumah sakit dapat mempertahankan tingkat *work engagement* dengan baik sehingga dapat mengurangi angka terjadinya *turnover* pada perawat. Pihak rumah sakit dapat memfasilitasi berbagai hal yang mendukung *work engagement*, seperti lingkungan yang baik, kompensasi yang cukup, maupun timbal balik dari kerja perawat.

Kata Kunci: Perawat, *Turnover Intention*, *Work Engagement*

THE RELATIONSHIP BETWEEN WORK ENGAGEMENT AND NURSE TURNOVER INTENTION AT RSUD KISA DEPOK

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Abstract

Work engagement can be one of many predictors of turnover intention in nurses. Turnover intention can be minimized, so that it can reduce the nurse turnover rate in a company. The purpose of this study was to determine the relationship between work engagement and nurse turnover intention. This study used a cross-sectional design with chi-square test. This research was conducted in April-June 2023, with 140 nurses as the sample. The sampling technique used in this study was stratified random sampling. Based on the results of the analysis between turnover intention and work engagement has got p-value = 0.001 ($p < 0.05$) was obtained and the results of the analysis between the characteristics of nurses and turnover intention showed has got p-value = 0.244 -0.831 ($p < 0.05$). The conclusion of this study is that there is a significant relationship between turnover intention and work engagement at KiSA Depok Hospital and there is no relationship between nurse characteristics and the incidence of nurse turnover intention at KiSA Hospital Depok. It is expected that the hospital management can maintain a good level of work engagement in hope it can reduce nurse turnover rates. Hospitals can facilitate various things that support work engagement, such as a good environment, adequate compensation, and feedback from the work of nurses.

Keywords: Nurse, Turnover Intention, Work Engagement