

HUBUNGAN *SELF-EFFICACY* DAN *WORK LIFE BALANCE* DENGAN *TURNOVER INTENTION* PERAWAT RUANG RAWAT INAP DI RS TK. II MOH. RIDWAN MEURAKSA

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Abstrak

Fenomena *turnover* perawat di berbagai rumah sakit, memicu kebutuhan untuk memahami faktor-faktor yang memengaruhi niat perawat untuk keluar dari pekerjaan. *Turnover* perawat dapat berdampak negatif pada kualitas layanan kesehatan, produktivitas, dan efisiensi operasional rumah sakit. Langkah yang perlu dilakukan oleh rumah sakit untuk menekan tingkat *turnover* adalah dengan meningkatkan *self-efficacy* dan *work life balance*. Penelitian ini bertujuan untuk mengkaji hubungan antara *self-efficacy* dan *work life balance* dengan *turnover intention* pada perawat ruang rawat inap di RS TK II. Moh. Ridwan Meuraksa. Penelitian menggunakan metode kuantitatif dengan pendekatan *cross sectional*. Teknik pengambilan sampel dengan *total sampling* sebanyak 116 responden. Analisis data dilakukan dengan uji *Chi-Square* dan Regresi Logistik Berganda dalam program SPSS versi 25. Hasil analisis bivariat menunjukkan tidak adanya hubungan antara *self-efficacy* dengan *turnover intention* ($p\text{-value} = 0,375$), namun terdapat hubungan yang signifikan antara *work life balance* dengan *turnover intention* perawat ruang rawat inap di RS RS TK II. Moh. Ridwan Meuraksa ($p\text{-value} = 0,000$; CI 95%). Penelitian ini diharapkan dapat membantu manajemen rumah sakit mengevaluasi faktor-faktor seperti *self-efficacy* dan *work life balance* yang memengaruhi *turnover* perawat, serta mengadakan pelatihan untuk pengembangan diri. Selain itu, pengelolaan jadwal kerja yang optimal diperlukan untuk mendukung keseimbangan kerja dan kehidupan perawat.

Kata Kunci: Perawat, *Self-Efficacy*, *Turnover Intention*, *Work Life Balance*

**THE RELATIONSHIP BETWEEN SELF-EFFICACY AND WORK
LIFE BALANCE WITH TURNOVER INTENTION OF
INPATIENT NURSES IN HOSPITAL TK. II MOH. RIDWAN
MEURAKSA**

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Abstract

The phenomenon of nurse turnover in various hospitals has triggered the need to understand the factors that influence nurses' intention to leave their jobs. Nurse turnover can have a negative impact on the quality of health services, productivity, and operational efficiency of the hospital. Steps that need to be taken by hospitals to reduce turnover rates are to increase self-efficacy and work-life balance. This study aims to examine the relationship between self-efficacy and work life balance with turnover intention in inpatient room nurses at TK II Hospital. Ridwan Meuraksa Hospital. Research using quantitative methods with a cross sectional approach. Sampling technique with total sampling of 116 respondents. Data analysis was performed using the Chi-Square test and Multiple Logistic Regression in the SPSS version 25 program. The results of bivariate analysis showed no relationship between self-efficacy and turnover intention (p -value = 0.375), but there is a significant relationship between work life balance and turnover intention of inpatient room nurses at TK II Hospital. Ridwan Meuraksa Hospital (p -value = 0.000; 95% CI). This study is expected to help hospital management evaluate factors such as self-efficacy and work-life balance that affect nurse turnover, as well as provide training for self-development. In addition, optimal work schedule management is needed to support nurses' work-life balance.

Keywords: Nurses, Self-Efficacy, Turnover Intention, Work Life Balance