

## ABSTRAK

**Latar belakang:** *Turnover rate* perawat di RS Prima mencapai 10% pada tahun 2018. Keadilan prosedural karir dan keadilan distributif karir yang diterapkan di rumah sakit mempengaruhi persepsi perawat terhadap manajemen rumah sakit. Keadilan yang baik diharapkan juga mampu mempererat *employee engagement* perawat dan mengurangi *turnover intention*.

**Metode:** Jenis penelitian kuantitatif dengan metode penelitian deskriptif analitik *cross-sectional*. Kuisisioner berisi 33 pertanyaan dengan *Likert's Scale* dibagikan ke perawat berjumlah 143 perawat, dengan *response rate* 84,6%.

**Hasil dan Pembahasan:** Hasil uji penelitian ini menunjukkan pengaruh keadilan prosedural karir dan keadilan distributif karir baik secara langsung, maupun tidak langsung melalui mediasi *employee engagement*, dapat menurunkan kejadian *turnover intention* perawat secara signifikan. Secara keseluruhan model pada SEM dinyatakan *good fit*.

**Kesimpulan:** Keadilan prosedural karir dan keadilan distributif karir di rumah sakit berpengaruh terhadap persepsi perawat terhadap keinginan untuk keluar dari pekerjaan. *Employee engagement* perawat terhadap pekerjaan juga menjadi faktor yang memperkuat untuk menurunkan kejadian *turnover intention*.

## ***ABSTRACT***

**Background:** The turnover rate of nurses in Prima Hospital reaches 10% in 2018. Career procedural justice and career distributive justice applied in hospitals affect nurses' perceptions of hospital management. Good justice is expected to be able to strengthen nurse's employee engagement and reduce turnover intention.

**Method:** This is a quantitative research with analytical cross-sectional research method. Questionnaire contain 33 item with the Likert's Scale (Scale 1-5) was completed by 143 nurses with response rate of 84.6%.

**Results:** The effect of career procedural justice and career distributive justice that is directly and indirectly mediated by employee engagement could reduce turnover intention of nurses significantly. Overall SEM model is a good-fit.

**Conclusion:** Career procedural justice and career distributive justice in hospital affect nurse's perception towards intention to leave hospital. Employee engagement could also strengthen the effect to reduce turnover intention.

**Keywords:** Career Procedural Justice; Career Distributive Justice; Employee Engagement; Turnover Intention