

Analisis Stres Kerja, Beban Kerja, dan Lingkungan Kerja Terhadap Turnover Intention Melalui Komitmen Organisasi Pada Perawat

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ABSTRAK

Turnover perawat merupakan tantangan yang serius terhadap efisiensi dan efektivitas pelayanan kesehatan, karena merugikan organisasi baik dari segi biaya, sumber daya maupun motivasi perawat. Stres kerja dan beban kerja akan berpengaruh terhadap emosi, pikiran, kondisi fisik, termasuk kemampuan pengendalian, sehingga berpengaruh terhadap keinginannya keluar organisasi. Turnover intention juga meningkat apabila lingkungan kerja tidak mendukung, sehingga komitmen organisasi juga menurun. Tujuan penelitian ini adalah untuk mengetahui pengaruh stres kerja, beban kerja, dan lingkungan kerja terhadap *turnover intention* melalui komitmen organisasi pada perawat. Penelitian merupakan penelitian eksplanasi (*explanatory research*). Subyek penelitian adalah perawat Rumah Sakit 'Aisyiyah Kudus sebanyak 142 perawat. Pada penelitian ini digunakan metode *total sampling*. Pengumpulan data dilakukan dengan kuesioner. Teknik analisis data digunakan *Structural Equation Model* (SEM). Hasil penelitian didapatkan ada pengaruh negatif stres kerja ($c.r = -2,274$, $p = 0,023$) dan beban kerja ($c.r = -2,218$, $p = 0,027$) dan pengaruh positif lingkungan kerja ($c.r = 2,104$, $p = 0,035$) terhadap komitmen organisasi. Ada pengaruh positif stres kerja ($c.r = 2,018$, $p = 0,044$) dan beban kerja ($c.r = 2,292$, $p = 0,022$) dan pengaruh negatif lingkungan kerja ($c.r = -2,371$, $p = 0,018$) terhadap *turnover intention*. Ada pengaruh negatif komitmen organisasi terhadap *turnover intention*, dengan $c.r$ sebesar $-2,454$ dengan p sebesar $0,014$. Hasil path analysis didapatkan stres kerja, beban kerja, dan lingkungan kerja berpengaruh secara langsung terhadap *turnover intention*.

Kata Kunci: Stres Kerja, Beban Kerja, dan Lingkungan Kerja, Turnover Intention, Komitmen Organisasi

Analysis of Work Stress, Workload, and Work Environment on Turnover Intention Through Commitment Organization of Nurses

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ABSTRACT

Nurse turnover is a serious challenge to the efficiency and effectiveness of health services, because it harms the organization both in terms of costs, resources and motivation of nurses. Work stress and workload will affect emotions, thoughts, physical conditions, including the ability to control, so that it affects their desires out of the organization. Industrial turnover also increases if the work environment is not supportive, thus organizational commitment also decreases. The purpose of this study was to determine the effect of work stress, workload, and work environment on turnover intention through organizational commitment to nurses. Research is an explanatory research. Subjects were 142 nurses at Aisyiyah Kudus Hospital. In this study the total sampling method was used. Data collection is done by questionnaire. The data analysis technique used is Structural Equation Model (SEM). The results showed there was a negative influence of work stress ($cr = -2,274$, $p = 0.023$) and workload ($cr = -2,218$, $p = 0.027$) and a positive influence of the work environment ($cr = 2.104$, $p = 0.035$) on organizational commitment. There is a positive influence of work stress ($cr = 2.018$, $p = 0.044$) and workload ($cr = 2.229$, $p = 0.022$) and a negative influence of the work environment ($cr = -2.371$, $p = 0.018$) on turnover intention. There is a negative influence on organizational commitment to turnover intention, with a cr of -2.454 with p of 0.014 . The results of the path analysis found work stress, workload, and work environment directly affect turnover intention.

Keywords: Work Stress, Workload and Work Environment, Turnover Intention, Organizational Commitment