

Faktor-Faktor yang Berpengaruh terhadap Turnover Intention Perawat Rumah Sakit Swasta di Indonesia: Literature Review

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Abstrak

<div style="text-align: justify;">Persentase turnover perawat di beberapa rumah sakit swasta di Indonesia melewati standar turnover yaitu 10%, seiring dengan tingginya persentase turnover intention sebagai prediktor dari turnover. Turnover intention menimbulkan banyak dampak negatif, terlebih apabila berkembang menjadi turnover. Penelitian ini bertujuan untuk mengetahui faktor-faktor yang berpengaruh terhadap turnover intention perawat rumah sakit swasta di Indonesia serta mengetahui gambaran turnover dan turnover intention dengan menggunakan metode literature review. Basis data pencarian literatur yang digunakan adalah Google Scholar, Garuda, Neliti, dan grey literature dari Pusat Informasi Kesehatan Masyarakat (Pusinfokesmas FKM UI), dan Universitas Indonesia Library. Setelah melalui proses pencarian, skrining, dan ekstraksi, didapatkan 13 penelitian relevan yang dianalisis. Hasil penelusuran menunjukkan bahwa rentang persentase turnover perawat berkisar dari 8.16% hingga 41.37%. Sementara rentang persentase turnover intention perawat berkisar dari 26.6% hingga 100%. Faktor-faktor yang mempengaruhi turnover intention terbagi menjadi tiga kategori, yaitu faktor karakteristik individu, kepuasan kerja, dan komitmen organisasi. Faktor karakteristik individu yang mempengaruhi turnover intention adalah usia muda, jenis kelamin perempuan, tingkat pendidikan rendah, belum menikah, dan lama kerja yang rendah. Terdapat tiga faktor kepuasan kerja yang dominan ditemukan berpengaruh terhadap turnover intention, yaitu kompensasi, peluang promosi, dan pekerjaan, diikuti dengan supervisi dan rekan kerja. </div><hr /><div style="text-align: justify;">The percentage of nurse turnover in several private hospitals in Indonesia exceeds the turnover standard of 10%, along with the high percentage of turnover intention as a predictor of turnover. Turnover intention has many negative impacts, particularly if it develops into turnover. This study aims to determine the factors that influence the turnover intention of nurses in private hospitals in Indonesia and to know the description of turnover and turnover intention by using the literature review method. Literature search databases used were Google Scholar, Garuda, Neliti, and grey literature from the Public Health Information Center (Pusinfokesmas FKM UI), and the University of Indonesia Library. After going through the search, screening, and extraction processes, 13 relevant studies were analyzed. The search results show that the nurse turnover percentage ranges from 8.16% to 41.37%. While the nurse turnover intention percentage ranges from 26.6% to 100%. Factors that influence turnover intention are divided into three categories, namely individual characteristics, job satisfaction, and organizational commitment. Individual characteristic factors that affect turnover intention are young age, female sex, low education level, single, and low working time. There are three dominant job satisfaction factors found to influence turnover intention, namely compensation, promotion opportunities, and work, followed by supervision and

co-workers.</div>