

ABSTRAK

Indonesia adalah negara dengan angka pindah kerja sangat tinggi. Survei oleh Tower dan Watson tahun 2013 menunjukkan bahwa tingkat *voluntary attrition rate* (pindah kerja secara sukarela) di Indonesia adalah 20,35%. Bandingkan dengan negara-negara yang sedang berkembang pesat di Asia Pasifik yang hanya 12,39 % dan secara global yang hanya 8,24%. Penelitian ini bertujuan untuk mengetahui Analisis Hubungan Kepuasan Kerja Dan Stress Kerja Dengan Keinginan Pindah Kerja (*Turnover Intention*) Tenaga Perawat Di Rumah Sakit Swasta Tipe B Kota Medan Tahun 2020. Penelitian ini termasuk penelitian kuantitatif dengan rancangan *cross sectional*. Desain penelitian *cross sectional* adalah dimana seluruh variabel yang mempengaruhi (variabel bebas) dan variabel yang dipengaruhi (variabel terikat) diukur dan diamati pada saat bersamaan. Secara statistik menunjukkan bahwa nilai $0,176$ $df = 1$ dengan nilai signifikansi $0,05$ dimana X^2 hitung $< X^2$ tabel berarti H_a ditolak dan H_o diterima, artinya tidak ada hubungan kepuasan kerja dengan keinginan pindah kerja (*Turnover Intention*). nilai 250.000 $df = 1$ dengan nilai signifikansi $0,05$ dimana X^2 hitung $> X^2$ tabel berarti H_a diterima dan H_o ditolak, artinya ada hubungan stress kerja dengan keinginan pindah kerja (*Turnover Intention*). Diharapkan pihak rumah sakit membentuk meeting khusus perawat sebagai forum menampung aspirasi perawat guna meningkatkan rasa keterlibatan karyawan perawat yang berdampak pada menurunnya keinginan pindah kerja.

Kata Kunci: Kepuasan Kerja, Stress Kerja Keinginan Pindah Kerja (*Turnover Intention*)

ABSTRACT

Indonesia is a country with a very high rate of moving to work. A survey by Tower and Watson in 2013 showed that the level of voluntary attrition rate in Indonesia was 20.35%. Comparing to developing countries, however, it is fast in Asia Pacific which is only 12.39% and globally it is only 8.24%. The core research aims to determine the Analysis of the Relationship between Job Satisfaction and Job Stress and Turnover Intention of Nurses at Type B Private Hospital in Medan City in 2020. This research is a quantitative study with a cross sectional design. The cross sectional research design is where all influencing variables (independent variables) and affected variables (dependent variables) are measured and observed at the same time. Statistically it shows that the value of 0.176 $df = 1$ with a significance value of 0.05 where X^2 counts $< X^2$ table means that H_a is rejected and H_o is accepted, meaning that there is no relationship between job satisfaction and the desire to move jobs (Turnover Intention). the value of 250,000 $df = 1$ with a significance value of 0.05 where X^2 count $> X^2$ table means that H_a is accepted and H_o is rejected, meaning that there is a relationship between job stress and the desire to change jobs (Turnover Intention). It is hoped that the hospital will form a special meeting for nurses as a forum to accommodate nurses' aspirations in order to increase the sense of involvement of nurse employees which has an impact on decreasing the desire to change jobs.

Keywords: Job Satisfaction, Job Stress, Desire to Move (Turnover Intention)

