

ABSTRAK

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PENGARUH *PERFORMANCE APPRAISAL*, *COMPENSATION*, *EMPLOYMENT SECURITY*, DAN *PUBLIC SERVICE MOTIVATION* PADA *ORGANIZATIONAL COMMITMENT* SERTA DAMPAKNYA PADA *TURNOVER INTENTION* (STUDI EMPIRIS PADA PERAWAT DI RS XYZ SAAT PANDEMI COVID-19)

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh dari *performance appraisal*, *compensation*, *employment security*, *public service motivation* pada *organizational commitment* perawat, serta dampaknya pada *turnover intention*. Penelitian ini dilakukan kepada perawat di rumah sakit xyz dengan sampel 107 responden melalui kuesioner online dengan teknik *simple random sampling* di Tangerang saat pandemi Covid-19, kemudian data dianalisis dengan PLS-SEM. Hasil menunjukkan bahwa seluruh variabel independen memiliki pengaruh signifikan negatif terhadap *turnover intention* kecuali variabel *Compensation*. Seluruh variabel independen memiliki pengaruh signifikan positif terhadap *organizational commitment*. Analisis tidak langsung *performance appraisal* memiliki pengaruh signifikan negatif yang paling kuat terhadap *turnover intention* yang dimediasi oleh *organizational commitment*. Penelitian mengkonfirmasi beberapa teori mengenai *human resource management*, khususnya pengaruh dari *employment security* dan *public service motivation* terhadap *turnover intention*. Didapatkan *moderate predictive accuracy* dengan *large predictive relevance* pada *turnover intention*, sehingga dapat dikembangkan dalam penelitian lebih lanjut, terdapat implikasi manajerial dan rekomendasi bagi peneliti selanjutnya

Kata kunci: manajemen sumber daya manusia, *public service motivation*, *organizational commitment*, *nurse turnover intention*, perawat, pandemi Covid-19

ABSTRACT

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THE INFLUENCE OF PERFORMANCE APPRAISAL, COMPENSATION, EMPLOYMENT SECURITY, AND PUBLIC SERVICE MOTIVATION ON ORGANIZATIONAL AND ITS IMPACT TOWARD TURNOVER INTENTION (EMPIRICAL STUDY ON NURSE IN XYZ HOSPITAL DURING COVID-19 PANDEMIC)

The purpose of this research is to investigate and analyze the influence of performance appraisal, compensation, employment security, public service motivation on nurse's organizational commitment and its impact toward turnover intention. Data are collected from hospital nurses with 107 respondents through an online questionnaire with a simple random sampling technique during Covid-19 pandemic and data analyzed using PLS-SEM. The result showed that all independent variables have negative significant impact toward turnover intention except compensation. All independent variables have positive significant impact toward organizational commitment. Indirect analysis shows performance appraisal has the strongest negative significant effect on turnover intention. This research confirms some theories on human resource management specifically the impact of employment security and public service motivation towards turnover intention. Moderate predictive accuracy with large predictive relevance was obtained to turnover intention so it can be developed in further research, there are also managerial implications and recommendations for further researches.

Keywords: human resource management, public service motivation, organizational commitment, nurse turnover intention, nurse, Covid-19 pandemic.