

ABSTRAK

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PENGARUH *EFFORT-REWARD IMBALANCE* DAN *WORK ENGAGEMENT* TERHADAP MINAT KERJA DI DAERAH TERINGGAL JAWA-BALI DIMEDIASI OLEH KEPUASAN KERJA PARA DOKTER PESERTA PROGRAM INTERNSHIP

(xiv + 92 halaman; 1 gambar; 12 tabel; 4 lampiran)

Dalam mendukung program pemerataan kesehatan yang dilaksanakan oleh pemerintah, diperlukan kerjasama yang dilakukan dalam berbagai bidang. Salah satu program yang dijalankan di Indonesia adalah Program Internship Dokter Indonesia (PIDI) yang dilaksanakan di seluruh bagian Indonesia. Tujuan dari penelitian ini adalah untuk menganalisis pengaruh *effort-reward imbalance* (ERI) dan *work engagement* terhadap minat kerja di daerah tertinggal yang dimediasi oleh kepuasan kerja pada dokter peserta program internship. Penelitian ini dilakukan dengan menggunakan kuesioner ERI, UWES, kepuasan kerja dan minat kerja. Data responden diambil secara non-probabilitas dengan metode *quota sampling* dengan kriteria inklusi merupakan dokter yang sudah lulus Ujian Kompetensi Mahasiswa Program Profesi Dokter (UKMPPD) dan sedang atau sudah pernah melaksanakan program internship yang diselenggarakan oleh Kementerian Kesehatan. Berdasarkan kriteria didapatkan 141 responden yang bersedia. Data yang didapatkan kemudian dilakukan uji analisis regresi dan diperoleh hasil 1) ERI berpengaruh negatif pada kepuasan kerja dan minat kerja di daerah, 2) *Work engagement* memiliki pengaruh terhadap kepuasan kerja dan minat kerja di daerah, 3) Kepuasan kerja mempengaruhi minat kerja di daerah, 4) Kepuasan kerja tidak memediasi pengaruh ERI dan *work engagement* terhadap minat kerja di daerah.

Referensi : 74 (2005 – 2023)

Kata Kunci : *Effort-reward imbalance, work engagement, kepuasan kerja, minat kerja, dokter internship.*

ABSTRACT

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THE EFFECT OF EFFORT-REWARD IMBALANCE AND WORK ENGAGEMENT ON WORK INTEREST IN JAVA-BALI RURAL AREA MEDIATED BY JOB SATISFACTION IN PARTICIPANT OF MEDICAL INTERNSHIP PROGRAM

(xiv + 92 pages; 1 figures; 12 tables; 4 attachment)

To support the health equity program implemented by the Indonesian government, cooperation and coordination is needed in various fields. One of the programs run in Indonesia is Indonesian Doctor Internship Program (PIDI) which implemented in all regions of Indonesia. The aim of this research is to analyze the effect of effort-reward imbalance (ERI) and work engagement on interest in working in rural areas which is mediated by job satisfaction among doctors participating in the internship program. This research was conducted using the ERI, UWES, job satisfaction and work interest questionnaires. Respondent data was taken non-probability using quota sampling method with criteria of inclusion being doctors who had passed the Indonesian Medical Competency Examination (UKMPPD) and were currently or had previously carried out an internship program organized by the Ministry of Health. Based on the criteria, 141 respondents were willing to take a part. The data obtained was then subjected to a regression analysis test and the results obtained were 1) ERI has a negative effect on job satisfaction and work interest in the region, 2) Work engagement has an influence on job satisfaction and work interest in the region, 3) Job satisfaction influences work interest in the region, 4) Job satisfaction does not mediate the influence of ERI and work engagement on interest in working in the region..

References : 74 (2005 - 2023)

Key Words : Effort-reward imbalance, work engagement, job satisfaction, work interest, medical internship