

ABSTRAK

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ANALISIS PENGARUH JOB SECURITY, WORK STRESS DAN BURNOUT TERHADAP TURNOVER INTENTION YANG DIMEDIASI OLEH JOB SATISFACTION PADA TENAGA KESEHATAN DI RS SWASTA X DI KOTA BATAM TAHUN 2022

(xvii + 107 halaman; 8 gambar; 27 tabel; 10 lampiran)

Turnover intention pada tenaga kesehatan telah menjadi tantangan besar terutama dalam masa pandemi COVID-19. Oleh sebab itu, pengetahuan tentang faktor-faktor yang terkait dengan *turnover intention* merupakan hal yang penting. Tujuan pada penelitian ini adalah untuk mengetahui pengaruh *job security*, *work stress* dan *burnout* terhadap *turnover intention* yang dimediasi oleh *job satisfaction*. Penelitian ini dilakukan di Rumah Sakit Swasta X di Kota Batam. Metode penelitian ini adalah penelitian kuantitatif dengan jumlah sampel sebanyak 160 responden tenaga kesehatan yang memenuhi kriteria penelitian, sampel penelitian ini diambil dengan menggunakan metode *purposive sampling* dan pengumpulan datanya dilakukan dengan menyebarkan kuesioner secara *online*. Data yang didapat dianalisis dengan menggunakan *software* SmartPLS3. Kesimpulan dari penelitian ini adalah *job security* berpengaruh signifikan dan positif terhadap *job satisfaction* (*T-statistic*>1.645 dan *P-value* <0.05), *burnout* berpengaruh signifikan dan negatif terhadap *job satisfaction* (*T-statistic*>1.645 dan *P-value* <0.05), *workstress* berpengaruh negatif dan signifikan terhadap *job satisfaction* (*T-statistic*>1.645 dan *P-value* <0.05), *job satisfaction* berpengaruh signifikan dan negatif terhadap *turnover intention* (*T-statistic*>1.645 dan *P-value* <0.05) dan *job satisfaction* secara signifikan (*T-statistic*>1.645 dan *P-value* <0.05) memediasi *job security*, *work stress* dan *burnout* terhadap *turnover intention*.

Referensi : 68 (2013-2022)

Kata Kunci : *Burnout, Job Security, Turnover Intention, Work Stress*

ABSTRACT

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THE INFLUENCE OF JOB SECURITY, WORK STRESS AND BURNOUT ON TURNOVER INTENTION MEDIATED BY JOB SATISFACTION IN HEALTH PERSONNEL AT PRIVATE X HOSPITAL IN BATAM CITY IN 2022

(xvii + 107 pages; 8 figures; 27 tables; 10 appendices)

The turnover intention of health workers has become a big challenge, especially during the COVID-19 pandemic. Therefore, understanding the factors associated with turnover intention is important. The purpose of this study was to determine the effect of job security, work stress, and burnout on turnover intention which is mediated by job satisfaction. This research was conducted at X Private Hospital in Batam. This research method is a quantitative study with a total sample of 160 health worker respondents who meet the research criteria. The research sample was taken using a purposive sampling method and data collection was carried out by distributing questionnaires online. The data obtained were analyzed using SmartPLS3. The conclusion of this study is that job security has a significant and positive effect on job satisfaction (T -statistic > 1.645 and P -value < 0.05), burnout has a significant and negative effect on job satisfaction (T -statistic > 1.645 and P -value < 0.05), work stress has a significant and negative effect on job satisfaction (T -statistic > 1.645 and P -value < 0.05), job satisfaction has a significant and negative effect on turnover intention (T -statistic > 1.645 and P -value < 0.05) and job satisfaction is significant (T -statistic > 1.645 and P -value < 0.05) mediates job security, work stress and burnout on turnover intention.

References : 68 (2013-2022)

Keywords : *Burnout, Job Security, Turnover Intention, Work Stress*