

ABSTRAK

Febryna Grace Maya Waloni (01615230029)

PENGARUH *JOB EMBEDDEDNESS* TERHADAP *INTENTION TO STAY* DAN *TURNOVER INTENTION* DENGAN MEDIASI *NURSE SELF-LEADERSHIP* DAN MODERASI *LENGTH OF SERVICE* (STUDI PADA DUA RUMAH SAKIT SWASTA TIPE B DI JAKARTA DAN TANGERANG)

(xvii + 161 halaman; 13 gambar; 36 tabel; 3 lampiran)

Sektor kesehatan menghadapi tantangan signifikan dalam mempertahankan perawat mahir karena berbagai alasan yang menyebabkan tingginya angka turnover. Masalah ini mempengaruhi sistem kesehatan, baik di sektor publik maupun swasta. Penanganan isu ini sangat penting untuk memastikan kualitas pelayanan pasien dan keberlanjutan layanan kesehatan. Penelitian ini mengkaji pengaruh *job embeddedness* dan *nurse self-leadership* terhadap retensi dan *turnover intention* di kalangan perawat mahir. Penelitian cross-sectional ini melibatkan 138 perawat mahir yang memenuhi kriteria. Analisis menggunakan *Partial Least Squares Structural Equation Modelling* (PLS-SEM). Hasil penelitian ini menyatakan bahwa *job embeddedness* secara signifikan meningkatkan *nurse self-leadership* ($\beta = 0,671, p < 0,001$) dan *intention to stay* ($\beta = 0,658, p < 0,001$), mendorong komitmen dan secara negatif mempengaruhi *turnover intention* ($\beta = -0,312, p = 0,004$), yang menunjukkan efektivitasnya dalam mengurangi *turnover*. *Nurse self-leadership* tidak secara langsung berhubungan dengan *intention to stay*. Efek *length of service* yang memperlemah pengaruh dari *self-leadership* dan *intention to stay*, menekankan pentingnya strategi retensi yang disesuaikan dengan tingkatan masa kerja. Manajemen rumah sakit perlu menciptakan lingkungan yang mendukung, mendorong keterhubungan dan rasa memiliki. Mendukung pelatihan kepemimpinan diri agar dapat meningkatkan komitmen perawat dan mengurangi *turnover*. Hasil temuan ini berkontribusi pada strategi retensi perawat yang efektif dalam persaingan sektor kesehatan.

Referensi : 67 (1986 - 2024)

Kata Kunci : *Job Embeddedness, Nurse Self-Leadership, Intention to Stay, Turnover Intention, Length of Service*

ABSTRACT

Febryna Grace Maya Waloni (01615230029)

THE EFFECT OF JOB EMBEEDDEDNESS TOWARDS INTENTION TO STAY AND TURNOVER INTENTION MEDIATED BY NURSE SELF-LEADERSHIP AND MODERATED BY LENGTH OF STAY (A STUDY AT TWO TYPE B PRIVATE HOSPITALS IN JAKARTA AND TANGERANG)

(xvii + 161 pages; 13 figure; 36 table; 3 appendix)

The healthcare sector faces significant challenges in retaining skilled nurses due to various reasons leading to high turnover. These issues affect both public and private healthcare systems. Addressing these is crucial to ensure quality patient care and sustainable healthcare services, especially as the demand for skilled healthcare workers grows. This study examines the impact of job embeddedness and self-leadership on retention and turnover intentions among skilled nurses. This cross-sectional study involves 138 skilled nurses who met the criteria and analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM). This study found job embeddedness significantly enhances nurse self-leadership ($\beta = 0.671, p < 0.001$) and intention to stay ($\beta = 0.658, p < 0.001$), promoting commitment and negatively impacts turnover intention ($\beta = -0.312, p = 0.004$), suggesting its effectiveness in reducing turnover. Nurse self-leadership did not directly relate to the intention to stay. The moderating effect of length of service underscores the importance of customized retention strategies. Healthcare facilities should create a supportive environment that encourages connection and belonging. Retention strategies such as self-leadership training can enhance nurse commitment and reduce turnover. These findings offer valuable insights for effective nurse retention strategies in the competitive healthcare landscape.

Reference : 67 (1986 - 2024)

Keywords : Job Embeddedness, Nurse Self-Leadership, Intention to Stay, Turnover Intention, Length of Service