

Analysis of Related Factors with the Desire to Move Work (Turnover Intention) for Hospital Nurses General Regional Pidie Jaya 2020

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ABSTRACT

Introduction: According to the WHO (World Health Organization), a hospital is an integral part of a social and health organization with the function of providing comprehensive (comprehensive) services, curative (curative) and disease prevention (preventive) services to the community. Hospitals are also training centers for health workers and medical research centers (World Health Organization, 2010). The phenomenon of turnover intention in Indonesia is well recognized by both academics and practitioners. The number of new hospitals that have been established also provides fresh air for nurses to try a new fortune and also encourages high turnover intensity in a hospital (Andini, 2006).

Objectives: Knowing factors with the desire to move work (turnover intention) nurse.

Material and Method: This research is a quantitative research with a cross sectional design. The cross-sectional research design is one in which all influencing variables (independent variables) and affected variables (dependent variables) are measured and observed at the same time. The aim is to find out the factors associated with the desire to change jobs for nurses at the Pidie Jaya Hospital.

Result: Turnover intention is a marker of turnover in the company. More attention is needed because turnover can be detrimental to the hospital in terms of costs, resources and effectiveness of nursing because nursing is the largest human resource in the hospital.

High nurse turnover indicates that the hospital will lose nurses who have worked for a long time and lose nurses who are competent in implementing nursing care.

This study found that the variables of compensation, job satisfaction and job stress are variables related to the desire to change jobs of nurses. Appropriate compensation is considered as the greatest incentive that motivates nurses to carry out certain activities or improve performance in nursing care. Job satisfaction can be provided through career development and lifelong learning activities in nursing, reduction in job stress through effective learning, enhanced experiences, and social cooperation to enhance the career commitment necessary to restrain turnover.

Conclusion: The majority of nurses are female (77.4%), single (67.9%), educated in Diploma III in Nursing (85.7%), New Years of Service (60.7%), aged 20-29 years (79.8%), compensation not suitable (58.3%), dissatisfied at work (53.6%) and not experiencing work stress (54.8%).

There is no relationship between age and the desire to change jobs for nurses (p value = 0.382 > 0.05).

There is no relationship between tenure and the desire to change jobs for nurses (p value = 0.329 > 0.05).

There is a relationship between compensation and the desire to change jobs for nurses (p value = 0.006 < 0.05).

There is a relationship between job satisfaction and the desire to change jobs for nurses (p value = 0.005 < 0.05).

There is a relationship between work stress and the desire to change jobs for nurses (p value = 0.024 < 0.05).

Keywords: Age, Years of Service, Compensation, Job Satisfaction, Job Stress, Desire to Change Job

INTRODUCTION

According to Mobley, the desire to change jobs is the tendency or intention of employees to leave their jobs voluntarily or compulsorily or move from one workplace to another according to their own choice. The desire to change jobs is the desire of nurses to move from one hospital to another (Fina, 2010). So that turnover intention can be interpreted as a person's desire to leave the company. Turnover intention is basically the same as the desire to move employees from one workplace to another.

According to Hasibuan (2012) Compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company.

Job satisfaction is the result of employees' perceptions of how well their work provides things that are considered important. (Luthans, 2006)

Stress is an internal state, which can be caused by physical demands (bodies), or the environment, and social situations, which are potentially damaging and uncontrollable. Stress is also defined as an internal or external response or process that reaches a level of physical and psychological tension to the limit or exceeds the subject's ability (Cooper, 2004).

Nurse turnover in hospitals is not an easy thing. More attention is needed because turnover can be detrimental to the organization, both in terms of costs, resources, and the effectiveness of the nursing itself. In terms of resources, the hospital lost nurses who had worked at the hospital longer. Turnover also harms effectiveness in implementing nursing care in hospitals. New nurses certainly need time to adapt, and build good teamwork at work. This of course will reduce the effectiveness of nursing itself.

Objectives: Knowing factors with the desire to move work (turnover intention) for hospital nurses general regional pidie jaya 2020.

MATERIAL AND METHOD

Data Type

1. Primary Data

Respondent data is needed to find out the respondents' responses regarding the desire to move which can be seen from how often employees experience work stress, the level of job satisfaction and compensation they get as well as the characteristics of nurses including age and length of work. In this case the data was obtained directly by distributing questionnaires or a list of questions to the nurse.

2. Secondary Data

Secondary data includes descriptive data at the research location, for example: health service facilities, number of staff and implementation of nursing services as well as other data that supports the analysis of primary data.

3. Tertiary Data

Tertiary data was obtained from various very valid references, such as: journals, text books, electronic sources, and others.

Data Collection Procedures

1. Primary data is data obtained directly from respondents and collected through questionnaires, questionnaires, interviews, tests, and observations. In this study the data were obtained using a questionnaire. The scale used in the questionnaire is adjusted to the variables studied. Apart from that, the research questionnaire also contained questions related to the personal data and demographic data of the respondents.
2. Secondary data in this study are data regarding literature and other supporting information such as data on hospital profiles, organizational structure, turnover data and data on the number of hospital nurses in Pidie Jaya which is needed in this research.

In this study the population was all nurses at the Pidie Jaya Hospital. The sample size in this study were 84 nurses. To get a sample

at each hospital, then use the stratification formula.

In this study the sampling technique used was non-probability sampling with purposive sampling technique (purposive sampling) based on certain considerations. The reason for this sampling is because it is limited to the type of sample selected based on the criteria determined by researcher.

In carrying out data processing because the collected data is still raw data, the researcher carries out the data arrangement process. Data processing is used so that the raw data that has been received can be organized, presented and analyzed so that a conclusion can be drawn.

In carrying out the data analysis, the researcher used a statistical tests using univariate and bivariate tests.

RESULT

Pidie Jaya Regency is divided into 8 (eight) Districts, 34 Mukim and 222 Gampong (Villages). The following is a list of sub-districts in Pidie Jaya Regency along with the area and number of Mukim and Gampong (Villages) they have. Pidie Jaya Regency is one of the newly formed districts within the province of Nanggroe Aceh Darussalam, with the district capital being Meureudu City. This district was formed based on Law Number 7 of 2007, on January 2, 2007, with an area of 1,162.84 km² of Pidie Jaya Regency, consisting of 8 sub-districts, 34 Mukim, 9 sub-districts and 213 villages.

Table 4.1 Characteristics of Nurses Based on Gender in 2020

No	Gender	f	%
1.	Men	19	22.6
2.	Women	65	77.4
Total		84	100

Table 4.1 above illustrates that the majority of the gender of nurses at Pidie Jaya Hospital, namely women, is 65 people (77.4%)

1. Characteristic of Midwife by Period of working

Table 4.2 Characteristics of Nurses Based on Marital Status

No	Gender	f	%
1.	Not married	57	67.9
2.	Married	27	32.1
Total		84	100

Table 4.2 above illustrates that the majority of the marital status of nurses at Pidie Jaya Hospital in 2020 are unmarried as many as 57 people (67.9%).

Table 4.3 Characteristics of Nurses Based on Latest Education

No	Latest Education	f	%
1.	D-III Keperawatan	72	85.7
2.	Sarjana Keperawatan	4	4.8
3	Ners	8	9.5
Total		84	100

Table 4.3 above illustrates that the majority of hospital nurses have a Diploma III educational background in Nursing as many as 72 people (85.7%).

DISCUSSION

Perceptions of Age

a. Univariat

The majority of nurses at Pidie Jaya Hospital in 2020 are 20-29 years old with 67 people (79.8%).

b. Bivariat

Of the 67 nurses at Pidie Jaya Hospital with ages 20-29 years, 38 people (56.7%) had the desire to change jobs, while 29 people (43.3%) had no intention of moving jobs and of the 17 nurses aged 30-44 years, 7 people (41.2%) had the intention of moving jobs and 10 people (58.8%) had no intention of moving jobs.

Perceptions of Working Period

a. Univariat

The majority of the working period of nurses at Pidie Jaya Hospital in 2020 is new (> 3 years) as many as 51 people (60.7%)

b. Bivariat

Of the 51 nurses with a new working period (\leq 3 years) it was found that 30 people (58.8%) had the desire to change jobs while 21 people (41.2%) had no intention of moving jobs and of the 33 nurses in hospitals with a long working period (> 3

years) found that 15 people (45.5%) had the intention of moving jobs and 18 people (54.5%) had no intention of moving jobs.

Perceptions of Compensation

a. Univariat

The majority of nurses at Pidie Jaya Hospital in 2020 thought that the compensation received was inappropriate as many as 49 people (58.3%).

b. Bivariat

Of the 35 nurses at Pidie Jaya Hospital with appropriate compensation, 12 people (34.3%) had the desire to change jobs, while 23 people (65.7%) did not intend to change jobs and of the 49 nurses with inappropriate compensation, 33 people (67.3%) had the intention to change jobs and 16 people (32.7%) had no intention to change jobs.

Perceptions of Job Satisfaction

a. Univariat

The majority of nurse job satisfaction at Pidie Jaya Hospital in 2020 is dissatisfied as many as 45 people (53.6%).

b. Bivariat

Of the 39 nurses in the satisfied category, 14 people (35.9%) had the desire to change jobs, while 25 people (64.1%) had no intention of moving jobs and of the 45 nurses in the hospital with the dissatisfied category, 31 people (68.9%) had the intention moved jobs and 14 people (31.1%) had no intention of moving jobs.

Perceptions of Work Stress

a. Univariat

The majority of nurses at Pidie Jaya Hospital in 2020 did not experience work stress as many as 46 people (54.8%).

b. Bivariat

Of the 38 nurses in the Hospital Pidie Jaya who did not experience work stress found 26 people (68.4%) had the desire to change jobs while 21 people (31.6%) had no intention of moving jobs and of the 46 nurses at Pidie Jaya Hospital who did not

experience work stress, 19 people (41.3%) intend to change jobs and 27 people (58.7%) do not intend to change jobs.

Summary of Statistical Analysis Results of the Relationship between Independent Variables and Dependent Variables Relationship between Age and Desire to Change Work

The results of this study indicate that out of 67 nurses at Pidie Jaya Hospital aged 20-29 years, 38 people (56.7%) had the desire to move jobs while 29 people (43.3%) had no intention of moving jobs and from 17 nurses nurses at the Pidie Jaya Hospital, aged 30-44 years, found that 7 people (41.2%) had the intention of moving jobs and 10 people (58.8%) had no intention of moving jobs.

According to the researchers, the age of the nurse does not provide a reason that can motivate the nurse to cause a desire to change jobs. Occupation as a nurse does not differentiate between age groups because nurses have the same function but different responsibilities according to the level of the nurse.

Relationship between Working Period and Desire to Change Work

The results showed that of the 51 nurses at the hospital Pidie Jaya with a new working period (≤ 3 years) found 30 people (58.8%) had the desire to change jobs while 21 people (41.2%) had no intention of moving jobs and from 33 nurses at hospitals in Pidie Jaya with a long working period (> 3 years) found that 15 people (45.5%) had the intention of moving jobs and 18 people (54.5%) had no intention of moving jobs.

Based on the results of the study there is no relationship between tenure and the desire to change jobs for nurses at Pidie Jaya Hospital in 2018 because tenure is related to the hospital work environment. Nurses with old and new working terms have no desire to leave the hospital if they are supported by a productive work environment so that nurses are motivated not to change jobs.

Relationship between Compensation and Desire to Change Work

The results of this study show that of the 35 nurses at Pidie Jaya Hospital with appropriate compensation, 12 people (34.3%) had the desire to move jobs, while 23 people (65.7%) had no intention of moving jobs and of the 49 nurses at Pidie Jaya Hospital, with no compensation. Accordingly, it was found that 33 people (67.3%) had the intention of moving jobs and 16 people (32.7%) had no intention of moving jobs.

Rewards are stimulants/encouraging given to employees so that greater enthusiasm arises within them to achieve high achievements for the hospital. the compensation given by the hospital to nurses largely determines the nurse's desire to change jobs.

Relationship between Job Satisfaction and Desire to Change Work

The results of this study indicate that of the 39 nurses at Pidie Jaya Hospital with the satisfied category, 14 people (35.9%) had the desire to change jobs, while 25 people (64.1%) had no intention of moving jobs and of the 45 nurses at Pidie Jaya Hospital, the category was not. Satisfaction found that 31 people (68.9%) had the intention of moving jobs and 14 people (31.1%) had no intention of moving jobs.

Job satisfaction is different for each nurse, because each nurse has a different level of satisfaction. The more aspects of the job that are in accordance with the wishes of a nurse, the higher the level of satisfaction felt, and vice versa there will be dissatisfaction if the nurse feels that the aspect of the job is not in accordance with her wishes.

Relationship between Work Stress and Desire to Change Work

The results of this study indicate that of the 38 nurses at the hospital Pidie Jaya who did not experience work stress found 26 people (68.4%) had the desire to move jobs while 21 people (31.6%) had no intention of

moving jobs and of the 46 nurses at Pidie Jaya Hospital who did not experience work stress, 19 people (41.3%) had the intention of moving jobs and 27 people (58.7%) had no intention of moving jobs.

CONCLUSION

The research that was carried out by distributing questionnaires to 84 nurses at Pidie Jaya Hospital on 12 July - 15 August 2020 can be concluded that the majority of nurses are female (77.4%), single (67.9%), educated in Diploma III in Nursing (85.7%), New Years of Service (60.7%), aged 20-29 years (79.8%), compensation not suitable (58.3%), dissatisfied at work (53.6%) and not experiencing work stress (54.8%).

There is no relationship between age and the desire to change jobs for nurses with p value = $0.382 > 0.05$

There is no relationship between tenure and the desire to change jobs for nurses with p value = $0.329 > 0.05$

There is a relationship between compensation and the desire to change jobs for nurses with p value = $0.006 < 0.05$

There is a relationship between job satisfaction and the desire to change jobs for nurses with p value = $0.005 < 0.05$

There is a relationship between work stress and the desire to change jobs for nurses with p value = $0.024 < 0.05$

Declaration by Authors

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