

ABSTRAK

Sandriana Aisya Putri, NIM 7203210013. Pengaruh Job Insecurity dan Emotional Exhaustion Terhadap Kinerja Perawat di RSUD Haji Medan. Skripsi, Jurusan Manajemen Program Studi Manajemen, Fakultas Ekonomi Universitas Negeri Medan 2024.

Penelitian ini dilakukan di RSUD Haji Medan. Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar pengaruh *job insecurity* dan *emotional exhaustion* terhadap kinerja perawat kontrak di RSUD Haji Medan. Populasi penelitian ini adalah perawat kontrak di RSUD Haji Medan berjumlah 240 orang. Teknik pengambilan sampel yang digunakan adalah *probability sampling* dengan menggunakan *stratified random sampling*. Sampel berjumlah 150 orang yang dihitung dengan rumus Slovin. Teknik analisis data yang digunakan adalah uji kualitas data yaitu uji validitas dan reliabilitas, uji asumsi klasik, analisis regresi linier berganda dan pengujian hipotesis melalui uji t dan uji f serta koefisien determinasi (R^2).

Hasil penelitian menunjukkan bahwa secara parsial *job insecurity* berpengaruh negatif dan signifikan terhadap kinerja perawat kontrak dilihat dari nilai $t_{hitung} > t_{tabel}$ ($9,553 > 1,976$) dengan nilai signifikan $0,00 < 0,05$. Semakin tinggi *job insecurity* yang dimiliki oleh perawat kontrak maka akan semakin menurunnya kinerja sebesar 93,3%. *Emotional exhaustion* berpengaruh negatif dan signifikan terhadap kinerja perawat kontrak dilihat dari nilai $t_{hitung} > t_{tabel}$ ($3,065 > 1,976$) dengan nilai signifikan $0,00 < 0,05$. Semakin tinggi *emotional exhaustion* yang dimiliki oleh perawat kontrak maka akan semakin menurunnya kinerja sebesar 23,1%. Secara simultan *job insecurity* dan *emotional exhaustion* berpengaruh negatif dan signifikan terhadap kinerja perawat kontrak dilihat dari nilai $F_{hitung} > F_{tabel}$ ($78,291 > 3,06$) dengan nilai sig. $0,00 < 0,05$. Nilai koefisien determinasi sebesar 50,9% menunjukkan bahwa hubungan yang terbentuk cukup kuat, dengan demikian *Job Insecurity* (X_1) dan *Emotional Exhaustion* (X_1) bersamaan dapat menurunkan Kinerja (Y).

Kata kunci: *Job Insecurity*, *Emotional Exhaustion*, Kinerja.

ABSTRACT

Sandriana Aisya Putri NIM: 7203210013. The Influence of Job Insecurity and Emotional Exhaustion on Nurses Performance in RSU Haji Medan. Thesis, Management Department, Management Study Program, Faculty of Economics, State University of Medan 2024.

This research was conducted at RSU Haji Medan. This research aims to determine the influence job insecurity and emotional exhaustion on the performance of contract nurses at RSU Haji Medan. The population of this study was 240 contract nurses at RSU Haji Medan. The sampling technique used was probability sampling using stratified random sampling. The sample consisted of 150 people who were calculated using the Slovin formula. The data analysis technique used is data quality testing, namely validity and reliability testing, classical assumption testing, multiple linear regression analysis and hypothesis testing via the t test and f test and the coefficient of determination (R^2).

The results of the research show that partially job insecurity has a negative and significant effect on the performance of contract nurses seen from the value of $t_{count} > t_{table}$ ($9.553 > 1.976$) with a significant value of $0.00 < 0.05$. The higher the job insecurity of contract nurses, the lower their performance will be by 93,3%. Emotional exhaustion has a negative and significant effect on the performance of contract nurses seen from $t_{count} > t_{table}$ ($3.065 > 1.976$) with a significant value of $0.00 < 0.05$. The higher the emotional exhaustion of contract nurses, the lower their performance will be by 23.1%. Simultaneously, job insecurity and emotional exhaustion have a negative and significant effect on the performance of contract nurses as seen from the value of $F_{count} > F_{table}$ ($78.291 > 3.06$) with a sig value. $0.00 < 0.05$. The coefficient of determination value of 50.9% indicates that the relationship formed is quite strong, thus Job Insecurity (X1) and Emotional Exhaustion (X1) together can reduce Performance (Y).

Keywords: Job Insecurity, Emotional Exhaustion, Performance.

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