

ABSTRAK

Sherrindeep Kaur, NIM 7223210044. “Pengaruh *Job Insecurity*, *Workload* dan *Non-Physical Work Environment* Terhadap *Turnover Intention* Pada Perawat Rawat Inap di Rumah Sakit Umum Mitra Sehati Medan”.

Penelitian ini bertujuan untuk menganalisis pengaruh *Job Insecurity*, *Workload*, dan *Non-Physical Work Environment* terhadap *Turnover Intention* pada perawat rawat inap RSUD Mitra Sehati Medan. Metode penelitian yang digunakan adalah metode kuantitatif dengan pendekatan asosiatif. Populasi dalam penelitian ini adalah seluruh perawat rawat inap yang berstatus kontrak di RSUD Mitra Sehati Medan sebanyak 127 orang. Teknik pengambilan sampel menggunakan teknik purposive sampling dengan jumlah sampel sebanyak 96 responden. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner. Metode analisis data menggunakan analisis regresi linear berganda dengan bantuan program SPSS. Hasil penelitian menunjukkan bahwa *Job Insecurity* berpengaruh positif dan signifikan terhadap *Turnover Intention* dengan nilai t hitung sebesar $5,718 > t$ tabel $1,986$ dan nilai signifikansi $0,000 < 0,05$. *Workload* juga berpengaruh positif dan signifikan terhadap *Turnover Intention* dengan nilai t hitung sebesar $4,107 > t$ tabel $1,986$ dan nilai signifikansi $0,000 < 0,05$. *Non-Physical Work Environment* berpengaruh positif dan signifikan terhadap *Turnover Intention* dengan nilai t hitung sebesar $8,739 > t$ tabel $1,986$ dan nilai signifikansi $0,000 < 0,05$. Secara simultan *Job Insecurity*, *Workload*, dan *Non-Physical Work Environment* berpengaruh signifikan terhadap *Turnover Intention* dengan nilai F hitung sebesar $46,067 > F$ tabel $2,70$ dan nilai signifikansi $0,000 < 0,05$. Nilai koefisien determinasi sebesar $0,587$ yang menunjukkan bahwa $58,7\%$ *Turnover Intention* dapat dijelaskan oleh *Job Insecurity*, *Workload*, dan *Non-Physical Work Environment*, sedangkan sisanya $41,3\%$ dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini.

Kata kunci: *Job Insecurity*, *Workload*, *Non-physical work environment*, *Turnover Intention*.

ABSTRACT

Sherrindeep Kaur, Student ID 7223210044. "The Effect of Job Insecurity, Workload and Non-Physical Work Environment on Turnover Intention Among Inpatient Nurses at Mitra Sejati General Hospital in Medan."

This study aims to analyze the effect of Job Insecurity, Workload, and Non-Physical Work Environment on Turnover Intention among nurses at Mitra Sejati General Hospital in Medan. The research method used is quantitative with an associative approach. The population in this study consisted of all contract-based inpatient nurses at Mitra Sejati General Hospital in Medan, totaling 127 individuals. The sampling technique used was purposive sampling, with a sample size of 96 respondents. Data collection was conducted through the distribution of questionnaires. Data analysis was performed using multiple linear regression analysis with the help of the SPSS program. The results showed that Job Insecurity had a positive and significant effect on Turnover Intention with a t-value of $5.718 > t\text{-table } 1.986$ and a significance value of $0.000 < 0.05$. Workload also had a positive and significant effect on Turnover Intention with a t-value of $4.107 > t\text{-table } 1.986$ and a significance value of $0.000 < 0.05$. Non-Physical Work Environment has a positive and significant effect on Turnover Intention with a t-value of $8.739 > t\text{-table } 1.986$ and a significance value of $0.000 < 0.05$. Simultaneously, Job Insecurity, Workload, and Non-Physical Work Environment have a significant effect on Turnover Intention with a calculated F value of $46.067 > F\text{ table } 2.70$ and a significance value of $0.000 < 0.05$. The coefficient of determination value is 0.587, indicating that 58.7% of Turnover Intention can be explained by Job Insecurity, Workload, and Non-Physical Work Environment, while the remaining 41.3% is influenced by other factors not examined in this study.

Keywords: Job Insecurity, Workload, Non-physical work environment, Turnover Intention.