

ABSTRAK

Dian Gilang Permadi, 111211131011, Pengaruh *Psychological Contract Breach & Psychological Contract Violation* Terhadap Intensi Turnover Pada Perawat Rumah Sakit X, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2017, xviii + 81 Halaman, Lampiran VIII

Penelitian ini bertujuan untuk mengetahui pengaruh psychological contract breach dan psychological contract violation terhadap intensi turnover pada perawat Rumah Sakit X. Definisi psychological contract breach & psychological contract violation pada penelitian ini menggunakan teori dari Robinson dan Morrison (2000), dan definisi intensi turnover menggunakan teori Mobley (1978).

Penelitian ini dilakukan pada 57 orang perawat Rumah Sakit X, yaitu mereka yang sudah menjadi perawat tetap minimal 6 bulan. Alat pengumpul data berupa kuesioner yang mengadaptasi skala intensi turnover Mobley (1978), serta psychological contract breach dan psychological contract violation dari alat ukur milik Robinson & Morrison (2000).

Hasil penelitian ini menunjukkan bahwa terdapat pengaruh langsung yang signifikan antara psychological contract breach terhadap intensi turnover pada perawat di Rumah Sakit X. Hasil dari uji pengaruh psychological contract breach terhadap intensi turnover melalui mediasi psychological contract violation menunjukkan tidak signifikan .

Kata Kunci: *Psychological Contract Breach, Psychological Contract Violation, Intensi Turnover, Perawat, Rumah Sakit.*

Daftar Pustaka, 55 (1978 – 2016)

ABSTRACT

Dian Gilang Permadi, 111211131011, The Effect of Psychological Contract Breach & Psychological Contract Violation to Nurses' Turnover Intention in Hospital X, Undergraduate Thesis, Faculty of Psychology Airlangga University Surabaya, 2017, xviii + 81 Pages, Appendixes VIII

The aimed of this study is to find out the effect of psychological contract breach and psychological contract violation to nurses' turnover intention in hospital x. Psychological contract breach amd psychological contract violation theory by Robinson dan Morison (2000), and turnover intentiontheory by Mobley (1978).

Questionnaire was distributed to collect data among 57 nurses' in hospital x, those who have been a nurses remain at least 6 month. The instruments of this study thatadapt turnover intentions scale by Mobley (1978), and psychological contract breach & psychological contract violation scaleby Robinson & Morrison (2000).

The result of this study show that there are has direct significant effects of psychological contract breach on nurses turnover intention in hospital x. The result form effect of psychological contract breach on turnover intention with psychological contract vioaltion as mediator was not found significant.

Keyword: *Psychological Contract Breach, Psychological Contract Violation, Turnover Intention, Nurses, Hospital.*

References, 55 (1978 – 2016)