

ABSTRAK

PENGARUH KEPUASAN KERJA DAN *ORGANIZATIONAL COMMITMENT* TERHADAP RETENSI PERAWAT: *SYSTEMATIC REVIEW*

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Pendahuluan: Turnover perawat merupakan masalah yang berhubungan dengan rendahnya kepuasan kerja dan *organizational commitment*, sehingga diperlukan strategi retensi perawat dari manajer keperawatan dan pengelola sumber daya keperawatan. Tujuan dari studi kali ini adalah menjelaskan pengaruh dari kepuasan kerja dan *organizational commitment* terhadap retensi perawat. **Metode:** Pencarian artikel bersumber dari tujuh database (Scopus, Sciencedirect, PubMed, EBSCOhost, JSTOR, dan Proquest) yang dipublikasikan antara 2016-2020. Penilaian kualitas studi dilakukan dengan protokol dari *The Joanna Briggs Institute* dan disajikan melalui diagram PRISMA. Seleksi studi dilakukan mulai dari judul, abstrak, full-text hingga metode penelitian yang disesuaikan dengan kriteria inklusi dan eksklusi. **Hasil dan Analisis:** Artikel yang sesuai dengan kriteria inklusi dan penilaian kualitas studi sebanyak 25, yang terbagai menjadi tiga tema besar yaitu pengaruh kepuasan kerja terhadap retensi perawat, pengaruh *organizational commitment* terhadap retensi perawat, dan strategi meningkatkan retensi perawat. Pengaruh dari kepuasan kerja dan *organizational commitment* terhadap retensi perawat meliputi: staf (produktifitas kerja meningkat, mengurangi ketidakhadiran, mengurangi beban kerja); organisasi (loyalitas perawat, mengurangi risiko ketugian pasien, kualitas layanan meningkat, kepuasan pasien meningkat, mengurangi *burnout*); sistem kesehatan (memperkuat tenaga keperawatan yang menjadi kebutuhan kesehatan negara) **Diskusi dan Kesimpulan:** Kepuasan kerja dan *organizational commitment* merupakan faktor yang harus dipenuhi untuk melakukan retensi perawat. strategi yang dapat dilakukan adalah dengan *Rational Emotive Behaviour Therapy* dan *empowerment*

Kata Kunci: Kepuasan Kerja, *Organizational Commitment*, Retensi Perawat

TESIS

PENGARUH KEPUASAN KERJA...

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ABSTRACT

**EFFECTS OF JOB SATISFACTION AND ORGANIZATIONAL
COMMITMENT AS NURSE RETENTION PREDICTORS: A SYSTEMATIC
REVIEW**

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Introduction: Nurse turnover is a problem associated with low job satisfaction and organizational commitment, so a nurse retention strategy is needed effort from nursing managers and human resource managers. The purpose of this study was to explain the effect of job satisfaction and organizational commitment on nurse retention. **Methods:** Search for articles from seven databases (Scopus, Sciencedirect, PubMed, EBSCOhost, JSTOR, and Proquest) published between 2016-2020. The assessment of study quality was carried out with the protocol from The Joanna Briggs Institute and presented through the PRISMA diagram. Selecting and screening of articles were started from the title, abstract, full-text to research methods that were matched form to the inclusion and exclusion criteria. **Results and Analysis:** There were 25 articles matched to the inclusion criteria and assessment of study quality, which were divided form into three major themes, namely the effect of job satisfaction on nurse retention, the influence of organizational commitment on nurse retention, and strategies to increase nurse retention. The effects form of job satisfaction and organizational commitment on nurse retention include: staff (motivation to work productively, reduced absenteeism, reduced workloads); healthcare organization (nurse satisfaction and loyalty, reducing the risk of patient loss, improving service quality, increasing patient satisfaction, reducing burnout); healthcare system (robust and adequate health workforce). **Discussion and Conclusions:** Job satisfaction and organizational commitment are factors that must achieve to carry out nurse retention. Suggested strategy for increasing nurse retention is rational emotive behavior therapy and empowerment
Keyword: Job Satisfaction, Organizational Commitment, Nurse Retention