

ABSTRACT

ANALYSIS OF EFFECT WORKING STRESS AND EMPLOYEE PERFORMANCE TO INTENTION TO QUIT ON THE NURSING DEPARTMENT OF KARYA HUSADA HOSPITAL

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Hospitals are a specialized service industry sector, which currently has to compete to provide the best service for patients in line with the rapid growth of hospitals. In the implementation of health services, nurses are one of the professions that are vulnerable to occupational stress where the results of research of the National Nurses Association of Indonesia in 2006 showed 50.9% of Indonesian nurses have experienced work stress. When employees experience job stress and affect their performance then the employee's desire to get out of the company / intention to quit becomes very high. This study aims to examine the effect of job stress and employee performance on intention to quit. The type of this research used is descriptive research with quantitative approach. Survey method was done by distributing questionnaires to nurses at Karya Husada Hospital as many as 117 nurses. By using Multiple Linear Regression Analysis, the results showed that work stress variable positively influence on intention to quit. Employee performance negatively affects the intention to quit, and simultaneously there is an influence between work stress and employee performance against intention to quit.

Keywords : Work stress, employee performance, intention to quit.

ABSTRAK

**ANALISIS PENGARUH STRES KERJA DAN KINERJA
KARYAWAN TERHADAP *INTENTION TO QUIT*
PADA BAGIAN KEPERAWATAN RUMAH SAKIT
KARYA HUSADA**

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Rumah Sakit merupakan sektor industri jasa khusus, dimana saat ini harus bersaing memberikan pelayanan yang terbaik bagi pasien seiring dengan pertumbuhan Rumah Sakit yang sangat pesat. Dalam pelaksanaan pelayanan kesehatan, perawat merupakan salah satu profesi yang rentan terkena stres kerja dimana hasil penelitian Persatuan Perawat Nasional Indonesia pada tahun 2006 menunjukkan 50,9% perawat Indonesia pernah mengalami stres kerja. Saat karyawan mengalami stres kerja dan mempengaruhi kinerjanya maka keinginan karyawan tersebut untuk keluar dari perusahaan / *intention to quit* menjadi sangat tinggi. Penelitian ini bertujuan untuk menguji pengaruh stres kerja serta kinerja karyawan terhadap *intention to quit*. Jenis penelitian ini yang digunakan adalah deskriptif dengan pendekatan kuantitatif. Metode survey dilakukan dengan membagikan kuesioner kepada perawat di Rumah Sakit Karya Husada sebanyak 117 perawat. Dengan menggunakan Analisis Regresi Linier Berganda diperoleh hasil bahwa variabel stres kerja berpengaruh positif terhadap *intention to quit* . Kinerja pegawai berpengaruh negatif terhadap *intention to quit* , serta secara simultan terdapat pengaruh antara stres kerja dan kinerja pegawai terhadap *intention to quit*.

Kata Kunci : Stres kerja, kinerja karyawan, *intention to quit*.