

**HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT*
DAN INTENSI *TURNOVER* PADA PERAWAT
RUMAH SAKIT MATA “Dr. YAP”**

INTISARI

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dan intensi *turnover* pada perawat. Hipotesis penelitian ini adalah terdapat hubungan negatif antara *perceived organizational support* dan intensi *turnover*. Subjek pada penelitian ini adalah 71 perawat di Rumah Sakit Mata “Dr.YAP” dengan kriteria terikat secara sah dalam perjanjian kerja baik yang berstatus tetap maupun kontrak, sudah bekerja minimal 6 bulan, dan tidak sedang mengambil cuti panjang. Alat ukur yang digunakan adalah skala *perceived organizational support* dan skala intensi *turnover*. Analisis data dilakukan dengan teknik korelasi Product Moment dari Pearson. Hasil penelitian menunjukkan adanya hubungan negatif yang signifikan antara *perceived organizational support* dan intensi *turnover* ($r_{xy} = -0,525$; $p < 0,01$) sehingga hipotesis pada penelitian ini diterima. *Perceived organizational support* memberikan sumbangan efektif sebesar 27,6% dalam menjelaskan intensi *turnover* pada perawat di rumah sakit.

Kata kunci: *perceived organizational support*, intensi *turnover*, perawat

**RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT
AND TURNOVER INTENTION IN NURSE
AT “Dr. YAP” EYE HOSPITAL**

ABSTRACT

This study aims to find out the relationship between perceived organizational support and turnover intention on nurses. The hypothesis of this study is that there is a negative correlation between perceived organizational support and turnover intention. Subjects in this study are 71 nurses at "Dr.YAP" Eye Hospital who legally bound in the employment under agreement, have been working for at least 6 months, and not currently taking long off work. Measuring instrument consists of perceived organizational support scale and turnover intention scale. Product Moment correlation by Pearson is used to analyze the data. The result of this study shows that perceived organizational support has a significant negative correlation to turnover intention ($r_{xy} = -0.525$; $p < 0.01$), therefore hypothesis in this study is accepted. Perceived organizational support provides 27.6% effective contribution to explain turnover intention on nurses at the hospital.

Keywords: perceived organizational support, turnover intention, nurse