

## INTISARI

**Latar Belakang** : RSI Kustati Surakarta adalah rumah sakit umum swasta tipe madya (tipe C) yang memiliki komposisi perawat karyawan tetap dan tidak tetap dalam jumlah yang relatif seimbang. Konsekuensi perbedaan status perawat ini memunculkan kecenderungan peningkatan angka turn over perawat, terutama perawat tidak tetap, khususnya dalam tiga tahun terakhir ini. Kondisi seperti ini dapat menimbulkan kerugian manajerial karena meningkatnya biaya rekrutmen, seleksi, dan pelatihan. Dampaknya adalah kepada etos kerja dan komitmen organisasional perawat, di mana perbedaan kedua variabel tersebut terhadap kedua kelompok perawat akan menentukan langkah-langkah manajerial yang akan diambil.

**Tujuan** : Penelitian ini bertujuan untuk mengetahui gambaran karakteristik demografik perawat karyawan tetap dan perawat karyawan tidak tetap serta ada tidaknya perbedaan etos kerja dan komitmen organisasional antara perawat karyawan tetap dan perawat karyawan tidak tetap.

**Metoda** : Jenis penelitian ini adalah kuantitatif dengan rancangan cross-sectional. Alat pengumpul data berupa kuesioner etos kerja versi Ali dan komitmen organisasional versi Allen-Meyer. Sampel penelitian adalah total populasi perawat di RSI Kustati. Analisis data dilakukan dengan uji statistik Independent Sample t-Test.

**Hasil** : Karakteristik perawat karyawan tetap mayoritas wanita, menikah, berusia antara 25-30 tahun, masa kerja antara 6-10 tahun, dan mendominasi jabatan struktural keperawatan. Sedangkan perawat karyawan tidak tetap mayoritas wanita, lajang, usia di bawah 25 tahun dengan masa kerja kurang dari 5 tahun. Etos kerja perawat tidak dipengaruhi oleh status karyawan, karena secara statistik tidak bermakna ( $p=0,055$ ). Terdapat perbedaan yang bermakna ( $p=0,002$ ) antara perawat karyawan tetap dan tidak tetap dalam hal komitmen organisasional mereka.

**Kesimpulan** : Terdapat perbedaan karakteristik demografik antara perawat karyawan tetap dan tidak tetap. Tidak ada perbedaan etos kerja perawat karyawan tetap dan tidak tetap serta komitmen organisasional perawat karyawan tetap lebih tinggi daripada perawat karyawan tidak tetap.

**Saran** : Menjaga keutuhan etos kerja perawat serta perluantisipasi dan tindakan manajerial untuk mengatasi dampak perbedaan komitmen organisasional antara perawat karyawan tetap dan tidak tetap terhadap turn over karyawan dengan memperbaiki proses rekrutmen, seleksi, dan orientasi karyawan sistem kompensasi yang adil, promosi jabatan yang baik, serta pembangunan mindset personel untuk kepentingan organisasi ke depan.

Kata kunci: (1) *Turnover* (2) Etos kerja (3) Komitmen organisasional

## ABSTRACT

**Background** : Kustati Hospital of Surakarta is a general private hospital with a medium type, whose part-timer and full-timer employees are almost relatively of equal number. For the last three years, the different status of nurses is identified to have resulted in the rising rate of the nurse turn over. Such condition will potentially bring about managerial loss resulted from the increasing recruitment cost, selection process, and trainings. This will bring subsequent impact on the nurse organizational commitment and work ethos from which decisive managerial steps are taken based on the difference of these two variables of part-timer and full-time employees.

**Objectives** : This research is aimed at providing, demographic characteristic figure of the part-timer and full-timer employees, in addition to showing if there is a significant difference of organizational work ethos and commitment between the two.

**Methods** : This research is quantitative research with cross-sectional design. The data collecting mechanism is based on work ethos questionnaire of Ali's version and Allen Mayer's organizational commitment questionnaire. Samples of this research are taken from the total amount of nurses. The data analysis is carried out based on the statistic evaluation of Independent Sample t-Test.

**Results** : Most of the full-timer female employees are married women ranging from 25 to 30 years of age, with the working experience period of 6 to 10 years. They mostly predominate the nurse structural position. While the part-timer employees are mostly single women of below 25 years of age with working experience period of less than 5 years. The nurse work ethos is not attributable to the employees status since it is found statistically insignificant ( $p=0,055$ ). On the other hand, there is a significant difference ( $p=0,002$ ) between the part-timer employees and the full-timer employees in the case of the organizational commitment.

**Conclusion** : The difference of demographic characteristic between the part-timer employees and full-timer employees is clearly found. And there is no significant difference in their organizational work ethos but the organizational commitment of the full-timer employees is somehow found higher.

**Recommendation** : It is urgent to consolidate among the employees to keep them away from the impact of the difference organizational commitment between the part-timer employees and the full-timer employees. It is also important to take necessary managerial steps to anticipate the potential problems rising from the different rate of employee turn over by improving the recruitment and selection process, employee orientation and establishing a fair compensation and position promotion system, as well as setting up the personnel mindset to reach the expected organizational objectives in the future.

**Keywords** : turnover, work ethos, organizational commitment