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NURSE TURNOVER INTENTION IN INDRIATI SOLO BARU GENERAL HOSPITAL

Authors : M.S.N Sabatini
1 Indriati Solo Baru Hospital, Solo, Indonesia

RUMAH SAKIT INDRIATI SOLO BARU – SUKOHARJO

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INTRODUCTION

There is turn over has bad consequences in the form of employee volatility, decreased employee creativity, non-conducive work environment, increased HR costs and decreased employee performance.

AIM

This study aims to describe turn over intention along with the influencing factorsturnover intention nurse at "X"

METHOD

The research design is descriptive-qualitative with semi-structured interviews. **The interviews were conducted for 10-15 minutes with 2 themes: 1) organizational conflict and 2) nursing management**

RESULTS

The research results describe turnover intention nurses in "X" Hospital due to organizational conflicts and nursing management that have not been well structured.

Organizational conflict was identified based on :

1. **Non-conducive work atmosphere like unfair, they are often cornered and blamed**
2. **Low job satisfaction**
3. **And motivation to leave to find a better job**
4. **Uncomfortable**

Nursing management is identified based on inner pressure and disillusionment with management arrangements.

The results of the interviews show that the head of the field lacks ownership attitude who is good at speaking and leading. Meanwhile, the availability of SOPs is not standardized, inconsistent and always changing.

CONCLUSIONS

The main factor causing turnover intention nurses because of organizational conflicts and nursing management that have not been well organized. Hospital "X" will carry out an evaluation.

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CONTACT INFORMATION

Monika Steffi Novia Sabatini
monika.steffi89@gmail.com
+62 855-4050-5032

