• Model Integrated Maternity Management melalui Penguatan Promotif dan Preventif sebagai Upaya Menurunkan Angka Kematian Ibu dan Bayi
• Upaya Peningkatan Keterampilan Konseling Kesehatan Reproduksi Mahasiswa Melalui Pelatihan Konselor Sebaya
• Peran Usia dan Labor Infertilitas terhadap Jumlah Oosit yang Didapat pada Program Fertilisasi In Vitro
• Resilien dan Stres pada Kejadian Vaginosis Bakterial pada Wanita Usia Subur di Puskesmas Pantai Ampenan Kota Mataram
• Penggunaan Sistem Informasi Berbasis Website pada Remaja
• Rational-Emotive Behavior Therapy terhadap Penurunan Stres Ibu dengan Anak Leukemia
• Respons Bio-psiko-sosio-spiritual pada Keluarga Tenaga Kerja Indonesia yang Terinfeksi HIV
• Penurunan Perilaku Berisiko Tertular HIV pada Kuli Bangsa dengan Pemikiran Behaviour Change Communication (BCC)
• Kesiapan Mahasiswa untuk Belajar Kerja Sama Interprofesi dalam Perawatan Antenatal
• Model Asuhan Keperawatan Berbasis Knowledge Management dalam Pencegahan Infeksi Nosokomial Pasien Pasca Sektio Sesaria di Rumah Sakit
• Model Pembelajaran Holistik Meningkatkan Kadar Asetilkolin dan Perilaku Caring pada Mahasiswa yang Merawat Pasien Stroke Iskemik
• Peningkatan Penerimaan pada Nyeri Kronis, Comfort dan Kualitas Hidup Lansia melalui Acceptance and Commitment Therapy (ACT)
• Pemikiran Transcultural Nursing, Child Healthcare Model dan Transtheoretical Model terhadap Pengetahuan dan Budaya Keluarga
• Potensi Hepatoprotector Propolis terhadap Hepatitis Viral (Rattus norvegicus) yang Diinduksi Karbon Tetrachlorida
• Peer Group Support terhadap Self-efficacy: Kontrol Gula Darah dan Self Care Activities pada Penderita Diabetes Mellitus
• Bagaimana Keluarga Melakukan Pengkajian dan Penanganan Nyeri Pasien Kanker?
• Peningkatan Perilaku Diet Rendah Garam Berbasis Theory of Planned Behavior (TPB) pada Lansia Penderita Hipertensi
• Faktor Sustainability yang Berhubungan dengan Implementasi Community Mental Health Nursing (CMHN)
• Pengembangan Model Intensi untuk Tinggal pada Tenaga Keperawatan Honorer di Rumah Sakit Universitas Airlangga
• Kualitas Layanan Keperawatan (Studi tentang Ruang Rawat Inap Rumah Sakit di Mojokerto)
• Analisis Kinerja Perawat Pembimbing Klinik dengan Pemikiran Teori Kinerja dan Indikator Kompetensi

Diterbitkan oleh:
Program Studi Ilmu Keperawatan FKp Unair bekerjasama dengan
PPNI Propinsi Jawa Timur

Terakreditasi B
Nomor: 58/DIKTI/Kep/2013

<p>| Jurnal Ners (Ners. J.) | Vol. 9 | No. 2 | Hal. 159–338 | Surabaya Oktober 2014 | ISSN 1858-3598 |</p>
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Development of Intention to Stay Model for Temporary Nursing Staff in RS UNAIR

PENGEMBANGAN MODEL INTENSI UNTUK TINGGAL PADA TENAGA KEPERAWATAN HONORER DI RUMAH SAKIT UNIVERSITAS AIRLANGGA

1. Ike Nesdia Rahmawati --> Mahasiswa Fakultas Keperawatan / nesdia@ymail.com
2. Nursalam --> Dosen Fakultas Keperawatan
3. Ninuk Dian Kurniawati --> Dosen Fakultas Keperawatan

Abstract

Introduction: Intention to stay of nurses is important to reduce turnover rate and to improve the stability of hospital. Quality of nursing work life (QNWL) has been found to influence intention to stay. However, reliable information of this effect is limited. The purpose of this study was to develop the model of intention to stay for temporary nursing staff in RS UNAIR.

Method: An explanatory cross-sectional survey design was used in this study. Data were collected by using questionnaire among 32 nurses working at different units in this hospital through simple random sampling and analyzed by partial least square (PLS).

Result: QNWL affected job satisfaction but did not affect commitment. Commitment was significantly affected by job satisfaction. There was effect of job satisfaction on intention to stay. Commitment also significantly affected intention to stay.

Discussion: QNWL is a predictor of intention to stay through job satisfaction and commitment. It is recommended that more focused interventions on QNWL, job satisfaction, and commitment developments may improve intention to stay. Recruitment of non-nursing staff to carry out billing and administrative tasks is urgently needed. Suggestions for further research is to analyze the effect of empowerment, remuneration, and career ladder on nurses’ intention to stay.

Keyword: Intention, to, stay, Quality, of, nursing, work, life, Job, satisfaction, Commitment,