Analisis Proses Manajemen Keperawatan dalam Meningkatkan Penerapan Dokumentasi Asuhan Keperawatan

Upaya Meningkatkan Satisfied Demand pada Layanan Rawat Inap Balai Pengobatan Islam Sumberwudi Lamongan Berdasarkan Analisis Faktor Demand, Organisasi, dan Lingkungan

Pengaruh Kepuasan Kerja dan Komitmen pada Organisasi terhadap Intensi Turnover Dosen

Upaya Dukungan Pemanfaatan Kamar Operasi Berdasarkan Performance Management Unit Kerja

Peningkatan Pelaksanaan Komunikasi Interpersonal Berdasarkan Mindset Bidan tentang Buku KIA

Penyusunan Brand Expression Berdasarkan Strategi Pemasaran dan Strategi Merek

Redesign Pelatihan General Emergency Life Support (GELS) RSUD Dr. Soetomo (dengan Pendekatan Evaluation Training Programme)

Analisis Pengaruh Work Attitude terhadap In-Role Performance dan Organizational Citizenship Behavior (OCB)

Strategi Meningkatkan Pembelajaran Obat di Kamar Obat Melalui Customer Relationship Management (CRM)

Upaya Peningkatan Pemanfaatan Ruang Bersalin Rumah Sakit Berdasarkan Analisis Secure Customer

Kepatuhan Petugas Puskesmas dalam Pelaksanaan Standar Prosedur Operasional

DETERBITKAN OLEH:
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FAKULTAS KESEHATAN MASYARAKAT
UNIVERSITAS AERLANGGA
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The Influence of Work Satisfaction and Organizational Commitment to Turnover Intention of Lecturers

Pengaruh Kepuasan Kerja dan Komitmen pada Organisasi terhadap Intensi Turnover Dosen

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Abstract

The objective of this study was to analyze the influence of work satisfaction and organizational commitment to turnover intentions in permanent lecturers and candidate of lecturers. The design used in this study was analytical. The population includes all lecturers, both permanent lecturer (active lecturers and ex-lecturers) and candidate of lecturers (new lecturers and applicants) PTS X in 2008-2010. The sample consisted of 25 permanent lecturers and 55 candidates of lecturers. The sampling method used was proportional stratified random sampling. The data were collected using a questionnaire and then analyzed with descriptive, factor analysis, and path analysis. The research results suggest that work satisfaction had a direct impact on affective commitment, continuance commitment, and normative commitment. Work satisfaction, affective commitment, and continuance commitment had a no significant direct impact on turnover intention, but normative commitment had a significant direct impact on turnover intention. In addition, there was no significant direct effect relationship between job satisfaction and turnover intentions, but there was indirect effect of job satisfaction on turnover intentions through a normative commitment. To be able to suppress the turnover intentions, the priority for the organization was to increase work satisfaction and organizational commitment and the organization provides recruitment policy.

Keyword : work, satisfaction, organizational, commitment, turnover, intention, ,

Daftar Pustaka :