

## BAB V

### PENUTUP

#### 5.1. Kesimpulan Penelitian

Penelitian ini memberikan bukti empiris mengenai pengaruh dukungan atasan dan stres kerja terhadap *turnover intention* dengan keterikatan perawat sebagai variabel mediasi dengan 96 responden yang merupakan perawat non pns pada Rumah Sakit Dr. Reksodiwiryo Padang. Hasil penelitian menunjukkan bahwa :

1. Dukungan atasan berpengaruh negatif terhadap *turnover intention* pada perawat non PNS Rumah Sakit Dr. Reksodiwiryo Padang dengan nilai T statistik 1,994 dan p value 0,041.
2. Stres peran tidak berpengaruh terhadap *turnover intention* pada Rumah Sakit perawat non PNS Dr. Reksodiwiryo Padang dikarenakan nilai nilai T statistik 1,239 dan nilai p value 0,021.
3. Dukungan atasan tidak berpengaruh terhadap keterikatan perawat non PNS di Rumah Sakit Dr. Reksodiwiryo Padang dengan nilai T statistik 0,797 dan nilai p value 0,042.
4. Stres peran berpengaruh negatif terhadap keterikatan perawat non PNS di Rumah Sakit Dr. Reksodiwiryo Padang dengan nilai T statistik 7,601 dan nilai p value 0,000.

5. Keterikatan perawat berpengaruh terhadap *turnover intention* perawat non PNS Rumah Sakit Dr. Reksodiwiryio Padang dengan nilai T statistic 0,062 dan nilai p value 0,050.
6. Keterikatan perawat berpengaruh positif memediasi hubungan antara dukungan atasan dengan *turnover intention* perawat non PNS di Rumah Sakit Dr. Reksodiwiryio Padang dengan nilai T statistik 2,874 dan nilai p value 0,006.
7. Keterikatan perawat berpengaruh positif memediasi hubungan antara stres peran dengan *turnover intention* perawat non PNS di Rumah Sakit Dr. Reksodiwiryio Padang dengan nilai T statistik 2,476 dan nilai p value 0,013.

## 5.2 Implikasi Penelitian

Implikasi praktis pada penelitian ini ditujukan kepada:

1. Menurut Teori Pertukaran Sosial dinyatakan bahwa semua pihak berada dalam kondisi saling ketergantungan antara satu dengan yang lain. Artinya, antara dukungan atasan, stress peran, *turnover intention* dan keterikatan perawat saling bergantung satu sama lain. Masing-masing variabel ini membarikan pengaruh dan tidak dapat dianalisis secara masing-masing.
2. Rumah Sakit Dr. Reksodiwiryio Padang yang menjalankan kebijakan, agar memperhatikan dukungan atasan, stress peran serta keterikatan perawat yang masih rendah terhadap fenomena *turnover intention*. Maka untuk meningkatkan kapabilitas inovasi Rumah Sakit Dr. Reksodiwiryio Padang dimasa yang akan datang, maka perlu diperhatikan dukungan atasan dan stress

peran. Karena dukungan atasan dan stres peran memiliki pengaruh yang signifikan terhadap *turnover intention*.

3. Cara untuk meningkatkan kapabilitas inovasi perawat pada masa yang akan datang adalah dengan meningkatkan item pertanyaan yang nilai TCR nya masih rendah yaitu pada keterikatan perawat seperti dengan membiasakan berkolaborasi dan saling terbuka antar perawat non pns agar kerja sama dapat berjalan dengan baik.
4. Harus diberikan pemahaman kepada perawat non pns dan menanamkan budaya dalam diri perawat non pns bahwa dalam suatu organisasi mereka adalah satu tim dan harus saling berbagi, jadi jika ada teman yang tidak mengerti maka secara sukarela mereka akan menjelaskan.
5. Dalam meningkatkan kapabilitas inovasi diberikan pemahaman kepada perawat non pns bahwa semua bidang yang menjadi lokasi pekerjaannya menjadi harapan atasan atas keberhasilannya di masa mendatang.
6. Kepercayaan yang diberikan oleh perawat non pns terhadap keputusan yang dibuat oleh pimpinan dapat meningkatkan kapabilitas inovasi.

### **5.3 Keterbatasan dan Saran Penelitian**

Sebagaimana pada penelitian umumnya, penelitian ini memiliki keterbatasan-keterbatasan, diantaranya:

1. Penelitian ini dilakukan pada Rumah Sakit Dr. Reksodiwiryo Padang, jadi hasil penelitian ini belum tentu berlaku sama pada rumah sakit lainnya dilingkungan Pemerintah Kota Padang. Oleh sebab itu, disarankan untuk

mereplikasi penelitian ini pada rumah sakit lain baik di Kota Padang maupun di luar Kota Padang dengan menggunakan variable-variabel yang ada. Seperti misalnya dilakukan pada rumah sakit yang mempunyai tipe-tipe yang berbeda. Dapat dilakukan pada rumah sakit tipe A, tipe B maupun tipe C.

2. Penggunaan kuesioner dalam penelitian ini mungkin akan berbeda apabila data diperoleh melalui metode wawancara atau terlibat tatap muka langsung dengan responden.
3. Keterbatasan pada penyebaran kuesioner yaitu bahwa penulis tidak dapat mengontrol jawaban responden. Terlebih lagi kuesioner disebar secara online melalui google form.
4. Jumlah responden dalam penelitian tergolong sedang (96 responden) sehingga dapat mempengaruhi ketepatan hasil yang diperoleh, sehingga disarankan untuk meneliti ke depannya jumlah responden ditambah lebih dari 96 orang dalam rangka mendapatkan hasil penelitian yang lebih baik.
5. Penelitian yang akan datang hendaknya dilakukan terhadap perawat non pns di luar OPD Rumah Sakit Dr. Reksodiwiryo Padang dengan memakai variabel yang sama.
6. Penelitian ini juga dapat dilakukan dengan metode wawancara agar mendapatkan data yang lebih akurat dan akuntabel lagi.
7. Pada penelitian selanjutnya dapat dilakukan mengganti variabel-variabel penelitian yang lainnya.

8. Item-item pernyataan pada quisioner sebaiknya lebih diperhatikan lagi dan disesuaikan dengan indikator. Hal ini bertujuan agar pernyataan yang berkaitan dengan *turnover intention* dapat dipahami dengan baik oleh responden yang melakukan *turnover intention*.

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