

Analisis pengaruh mentoring functions dan organizational socialization terhadap role stress, burnout, dan turnover intention pada generasi Y di Rumah Sakit di Jabodetabek = The effect of mentoring functions and organizational socialization on role stress burnout and turnover intention of generation Y at Hospitals in Jabodetabek / Karina Rizkatiar

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Abstrak

ABSTRAK

Penelitian bertujuan meneliti pengaruh mentoring functions dan organizational socialization terhadap role stress dan turnover intention. Penelitian juga meneliti pengaruh role stress terhadap turnover intention dengan dimediasi burnout. Penelitian dilakukan pada 260 perawat dan bidan di Rumah Sakit di Bekasi, Depok, Kemayoran, dan Kelapa Gading menggunakan metode structural equation modelling. Hasil penelitian menunjukkan mentoring functions tidak berpengaruh negatif terhadap role stress namun berpengaruh negatif terhadap turnover intention. Organizational socialization berpengaruh negatif terhadap role stress, dengan role stress berpengaruh terhadap turnover intention yang dimediasi burnout. Maka role stress dapat ditekan melalui organizational socialization sedangkan turnover intention dapat diminimalisir melalui mentoring functions.

ABSTRACT

Research aims to investigate the effect of mentoring functions and organizational socialization to role stress and turnover intention. Research also analyzes the effect of role stress on turnover intention with burnout. 260 nurses and midwives at hospitals in Bekasi, Depok, Kemayoran, and Kelapa Gading were surveyed using structural equation modelling. The result showed that mentoring functions is not negatively affects role stress but it affects turnover intention. Organizational socialization affects role stress negatively, while it affects turnover intention with burnout as mediator. Thus, role stress could be reduced by organizational socialization, and turnover intention could be minimalized with mentoring functions.