

**HUBUNGAN BUDAYA ORGANISASI DENGAN
INTENTION TO STAY PERAWAT
DI RUMAH SAKIT**

SKRIPSI



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HALAMAN PENGESAHAN

Proposal penelitian yang Berjudul Hubungan Budaya Organisasi Terhadap *Intention To Stay* Perawat di Rumah Sakit telah diuji dan disahkan oleh Dekan Fakultas Ilmu Kesehatan pada :

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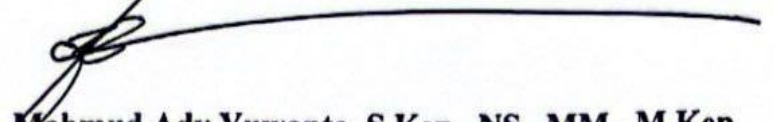
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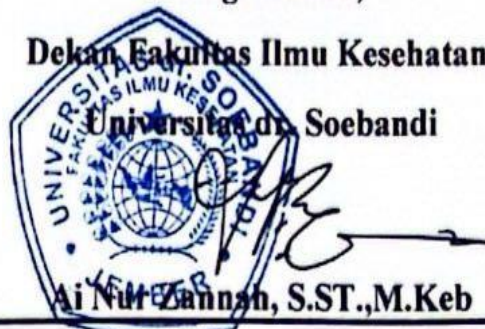
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HUBUNGAN BUDAYA ORGANISASI DENGAN INTENTION TO STAY PADA PERAWAT DI RUMAH SAKIT

THE RELATIONSHIP OF ORGANIZATIONAL CULTURE WITH THE INTENTION TO STAY OF NURSES IN THE HOSPITAL

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Abstract

Introduction: Organizational culture is an important aspect in creating intention to stay among nurses. With the existence of an organizational culture, nurses will adapt to the environment and will also influence the desire to remain in an organization. A good organizational culture in a hospital can have an impact on increasing the intention to stay among nurses. **Objective:** This research was conducted to determine the relationship between organizational culture and nurses' intention to stay in a hospital. **Method:** The type used in this research is quantitative using a cross sectional approach with a total sampling technique and a sample size of 77 respondents. Data collection tools include an organizational culture questionnaire and an intention to stay questionnaire. **Results:** There were 77 respondents as a result of the research, 84% of respondents had a good organizational culture, and 56% had moderate intention to stay. The main finding in this research is that there is a significant and positive relationship between organizational culture and the intention to stay among nurses in hospitals (p value = 0.001 and $r = 0.885$). **Conclusion:** Organizational culture is an important factor in encouraging the intention to stay among nurses in hospitals, therefore hospitals must have a good organizational culture so that it can increase the intention to stay among nurses. **Discussion:** Hospitals are expected to maintain consistent organizational culture applied to nurses so that nurses can have a positive contribution to intention to stay

Keywords: Organizational culture, Intention To Stay, Hospital, Nurse