

ABSTRAK

Sayoga, I Dewa Made Oka (2023). Pengaruh Kompensasi, Pengembangan Karir, Hubungan Interpersonal Terhadap Kebertahanan Karyawan Di RSUD Puri Raharja Denpasar
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Kata-kata kunci: Kompensasi, Pengembangan Karir, Hubungan Interpersonal, Kebertahanan

Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi, pengembangan karir, hubungan interpersonal baik secara parsial maupun simultan, terhadap kebertahanan karyawan di RSUD Puri Raharja. Lokasi penelitian yaitu RSUD Puri Raharja. Subjek dalam penelitian karyawan RSUD Puri Raharja yang sudah tetap maupun kontrak. Objek penelitian ini kompensasi, pengembangan karir, hubungan interpersonal terhadap kebertahanan. Sampel pada penelitian menggunakan teknik purposive sampling, yaitu : gaji di bawah upah minimum kota/kabupaten, bekerja lebih dari 3 tahun dijadikan sampel penelitian yang berjumlah 110. Teknik pengambilan data menggunakan metode kuisioner yang diisi melalui *Google Form*. Teknik analisis data menggunakan uji analisis regresi linear berganda. Hasil penelitian menunjukkan: (1) Kompensasi berpengaruh negatif terhadap kebertahanan karyawan, artinya semakin meningkatnya kompensasi karyawan, maka akan berdampak pada semakin menurun keinginan untuk keluar dan tetap bertahan karyawan. (2) Pengembangan Karir berpengaruh positif dan signifikan terhadap kebertahanan, artinya semakin baik pengembangan karir yang diperoleh, maka akan semakin meningkatkan tingginya tingkat kebertahanan karyawan. (3) Hubungan Interpersonal berpengaruh signifikan secara simultan terhadap kebertahanan, artinya semakin baik hubungan interpersonal yang diperoleh, maka akan dapat meningkatkan semakin tingginya tingkat kebertahanan karyawan. Secara teoritis penelitian ini akan dapat memberikan implikasi kepada penambahan penelitian-penelitian tentang kebertahanan. Secara praktis, penelitian ini memberikan implikasi kepada pihak rumah sakit apabila ingin meningkatkan kebertahanan karyawan harus memperhatikan dari aspek kompensasi, pengembangan karir serta hubungan interpersonal karyawan.

ABSTRACT

Sayoga, I Dewa Made Oka (2023). The Effect of Compensation, Career Development, Interpersonal Relations on Employee Resilience at Puri Raharja General Hospital Denpasar

Thesis, Management Science, Graduate Program, Ganesha University of Education.

This thesis has been approved and reviewed by Advisor I: Dr. Ni Made Ary Widiastini, S.ST.Par., M.Par, and Advisor II Dr. Ni Kadek Sinarwati, S.E., M.Si.Ak

Keywords: Compensation, Career Development, Interpersonal Relations, Survival

This study aims to analyze the effect of compensation, career development, interpersonal relationships, either partially or simultaneously, on the survival of employees at Puri Raharja General Hospital. The research location is Puri Raharja General Hospital. Subjects in the research are permanent or contract employees of Puri Raharja General Hospital. The object of this research is compensation, career development, interpersonal relations on survival. The sample in the study used the technique a purposive sampling technique, namely: salary below the city/district minimum wage, working for more than 3 years was used as a research sample totaling 110. The data collection technique used a questionnaire method filled in via Google Form. The data analysis technique used multiple linear regression analysis test. The results of the research show: (1) Compensation has a negative effect on employee survival, meaning that the increasing employee compensation will have an impact on decreasing the desire to leave and stay with employees. (2) Career development has a positive and significant effect on survival, meaning that the better career development obtained, the higher the level of employee survival will be. (3) Interpersonal relationships have a significant simultaneous effect on survival, meaning that the better interpersonal relationships obtained, the higher the level of employee survival. Theoretically, this research will be able to provide implications for additional studies on resilience. Practically, this research has implications for hospitals if they want to increase employee survival, they must pay attention to the aspects of compensation, career development and employee interpersonal relations.