

**PENGARUH *WORK-LIFE INTEGRATION* DAN *OCCUPATIONAL STRESS*
TERHADAP RETENSI PERAWAT PENYAKIT DALAM MELALUI
MEDIASI *JOB WELL-BEING* DI RSUP DR. M. DJAMIL PADANG**

TESIS



OLEH :

MUHAMMAD RAFI ABDILLAH

2420522079

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Diajukan Sebagai Salah Satu Syarat Memperoleh
Gelar Magister Manajemen di Fakultas
Ekonomi dan Bisnis Universitas Andalas

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ABSTRAK

PENGARUH *WORK-LIFE INTEGRATION* DAN *OCCUPATIONAL STRESS* TERHADAP RETENSI PERAWAT PENYAKIT DALAM MELALUI MEDIASI *JOB WELL-BEING* DI RSUP DR. M. DJAMIL PADANG

Muhammad Rafi Abdillah

Rahmi Fahmy

Laura Syahrul

Retensi perawat merupakan salah satu tantangan utama dalam pengelolaan sumber daya manusia rumah sakit, khususnya pada perawat Instalasi Penyakit Dalam yang menghadapi tuntutan pekerjaan tinggi, kompleksitas kasus, sistem kerja shift yang berpotensi menurunkan kesejahteraan kerja. Kondisi tersebut dapat memengaruhi keputusan perawat untuk tetap bekerja di rumah sakit. Penelitian ini bertujuan untuk menganalisis pengaruh *work-life integration* dan *occupational stress* terhadap retensi perawat melalui mediasi *job well-being* pada perawat Instalasi Penyakit Dalam RSUP Dr. M. Djamil Padang. Penelitian menggunakan pendekatan kuantitatif dengan desain cross-sectional melalui metode survei. Populasi penelitian berjumlah 103 perawat dengan sampel sebanyak 87 perawat tetap yang memenuhi kriteria inklusi dan dipilih menggunakan teknik purposive sampling. Data dikumpulkan menggunakan kuesioner berskala Likert dan dianalisis secara deskriptif menggunakan IBM SPSS 27.0 serta dianalisis secara inferensial menggunakan *Partial Least Squares-Structural Equation Modeling* (PLS-SEM) dengan aplikasi SmartPLS 4.0. Hasil penelitian menunjukkan bahwa *work-life integration* tidak berpengaruh secara langsung terhadap retensi perawat ($\beta = 0,030$; $p = 0,859$) dan *occupational stress* juga tidak berpengaruh secara langsung terhadap retensi perawat ($\beta = 0,167$; $p = 0,326$). Sebaliknya, *work-life integration* berpengaruh positif dan signifikan terhadap *job well-being* ($\beta = 0,583$; $p = 0,000$), sedangkan *occupational stress* berpengaruh negatif dan signifikan terhadap *job well-being* ($\beta = -0,317$; $p = 0,000$). Selanjutnya, *job well-being* berpengaruh positif dan signifikan terhadap retensi perawat ($\beta = 0,442$; $p = 0,037$). Hasil analisis mediasi menunjukkan bahwa *job well-being* memediasi secara signifikan pengaruh *work-life integration* terhadap retensi perawat ($\beta = 0,258$; $p = 0,028$) serta memediasi pengaruh *occupational stress* terhadap retensi perawat ($\beta = -0,140$; $p = 0,037$). Dengan demikian, *job well-being* merupakan mekanisme penting yang menjembatani pengaruh *work-life integration* dan *occupational stress* terhadap retensi perawat. Oleh karena itu, upaya peningkatan retensi perawat penyakit dalam di RSUP Dr. M. Djamil Padang perlu difokuskan pada peningkatan kesejahteraan kerja melalui penguatan *work-life integration*, pengelolaan stres kerja, serta penciptaan lingkungan kerja yang mendukung kesejahteraan perawat.

Kata kunci: *work-life integration*, *Job well-being*, *occupational stress*, retensi perawat.

ABSTRACT

THE EFFECT OF WORK-LIFE INTEGRATION AND OCCUPATIONAL STRESS ON NURSE RETENTION THROUGH THE MEDIATING ROLE OF JOB WELL-BEING AT RSUP DR. M. DJAMIL PADANG

Muhammad Rafi Abdillah
Rahmi Fahmy
Laura Syahrul

Nurse retention remains one of the major challenges in hospital human resource management, particularly among nurses in the Internal Medicine Unit who face high job demands, complex patient cases, and shift work systems that may potentially reduce their job well-being. These conditions can influence nurses' decisions to remain employed in the hospital. This study aimed to analyze the effects of work-life integration and occupational stress on nurse retention through the mediating role of job well-being among nurses in the Internal Medicine Unit of RSUP Dr. M. Djamil Padang. This study employed a quantitative approach with a cross-sectional survey design. The study population consisted of 103 nurses, with a sample of 87 permanent nurses who met the inclusion criteria and were selected using purposive sampling. Data were collected using Likert-scale questionnaires and analyzed descriptively using IBM SPSS version 27.0, while inferential analysis was performed using Partial Least Squares-Structural Equation Modeling (PLS-SEM) with SmartPLS version 4.0. The results showed that work-life integration had no direct significant effect on nurse retention ($\beta = 0,030$; $p = 0,859$), and occupational stress also had no direct significant effect on nurse retention ($\beta = 0,167$; $p = 0,326$). Conversely, work-life integration had a positive and significant effect on job well-being ($\beta = 0,583$; $p = 0,000$), while occupational stress had a negative and significant effect on job well-being ($\beta = -0,315$; $p = 0,000$). Furthermore, job well-being had a positive and significant effect on nurse retention ($\beta = 0,442$; $p = 0,037$). The mediation analysis demonstrated that job well-being significantly mediated the relationship between work-life integration and nurse retention ($\beta = 0,258$; $p = 0,028$) and also mediated the relationship between occupational stress and nurse retention ($\beta = -0,140$; $p = 0,037$). Therefore, job well-being serves as an important mechanism that bridges the effects of work-life integration and occupational stress on nurse retention. Efforts to improve nurse retention at RSUP Dr. M. Djamil Padang should focus on enhancing job well-being through strengthening work-life integration, managing occupational stress, and creating a supportive work environment that promotes nurses' overall well-being.

Keywords: work-life integration, job well-being, occupational stress, nurse retention.