

ABSTRAK

PENGARUH *WORK-LIFE BALANCE*, PELATIHAN KERJA DAN PENGEMBANGAN KARIR TERHADAP KOMITMEN ORGANISASI PADA PERAWAT RSUD BAHTERAMAS KENDARI

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Penelitian ini bertujuan untuk mengetahui: 1) pengaruh positif *work-life balance* terhadap komitmen organisasi perawat RSUD Bahteramas Kendari, 2) pengaruh positif pelatihan kerja terhadap komitmen organisasi perawat RSUD Bahteramas Kendari, 3) pengaruh positif pengembangan karir terhadap komitmen organisasi perawat RSUD Bahteramas Kendari. Populasi penelitian ini adalah perawat rawat inap RSUD Bahteramas Kendari. Sampel penelitian sebagian perawat rawat inap RSUD Bahteramas Kendari berjumlah 96 responden. Teknik pengambilan sampel menggunakan *Insidental Sampling*. Teknik analisis data yang digunakan pada penelitian ini yaitu analisis regresi linear berganda menggunakan program *IBM SPSS* Versi 25. Hasil penelitian ini menunjukkan: 1) *work-life balance*, pelatihan kerja dan pengembangan karir secara simultan berpengaruh terhadap komitmen organisasi perawat RSUD Bahteramas Kendari 2) *work-life balance* berpengaruh positif terhadap komitmen organisasi perawat RSUD Bahteramas Kendari 3) pelatihan kerja tidak berpengaruh positif terhadap komitmen organisasi perawat RSUD Bahteramas Kendari 4) pengembangan karir berpengaruh positif terhadap komitmen organisasi perawat RSUD Bahteramas Kendari.

Kata kunci: *work-life balance*, pelatihan kerja, pengembangan karir, komitmen organisasi

ABSTRACT

THE INFLUENCE OF WORK-LIFE BALANCE, JOB TRAINING AND CAREER DEVELOPMENT ON ORGANIZATIONAL COMMITMENT IN BAHTERAMAS KENDARI HOSPITAL NURSES

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This research aims to determine: 1) the positive influence of work-life balance on the organizational commitment of nurses at Bahteramas Hospital Kendari, 2) the positive influence of job training on the organizational commitment of nurses at Bahteramas Hospital Kendari, 3) the positive influence of career development on the organizational commitment of nurses at Bahteramas Hospital Kendari. The population of this study were inpatient nurses at Bahteramas Kendari Hospital. The research sample of some of the inpatient nurses at Bahteramas Regional Hospital, Kendari, was 96 respondents. The sampling technique uses incidental sampling. The data analysis technique used in this research is multiple linear regression analysis using the IBM SPSS Version 25 program. The results of this research show: 1) work-life balance, job training and career development simultaneously influence the organizational commitment of nurses at Bahteramas Hospital Kendari 2) work-life balance has a positive effect on the organizational commitment of nurses at the Bahteramas Kendari Hospital. 3) job training has no positive effect on the organizational commitment of nurses at the Bahteramas Kendari Hospital. 4) career development has a positive effect on the organizational commitment of nurses at the Bahteramas Kendari Hospital.

Keywords: work-life balance, job training, career development, organizational commitment