

## THE INFLUENCING FACTORS OF TURNOVER ON NURSES IN PRIVATE HOSPITALS IN BINJAI CITY, INDONESIA

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### Abstract

*In Indonesia, turnover in hospital employees often occurs in private hospitals. Some private hospitals in Binjai city, find some obstacles in human resources because the turnover rate on nurses is quite high. Almost all hospitals have an average turnover rate above 10% every year and it is increasing. Basically, there are no hospitals can avoid the turnover, however, if the high turnover rate is immediately declined, it is feared to be able to interrupt the service to patients, and becomes a problem for the hospital as a whole. The purpose of this study is to determine the influencing factors of turnover on nurses at Private Hospitals in Binjai City, Indonesia. This research is categorized as Correlational Research. The population of this research was the nurses who have made a turnover and are working in private hospitals in Binjai City. There were 60 respondents taken as the sample of research. The data were analyzed using multiple linear regression test. The results showed that there are simultaneously and significant effect on the following variables; job satisfaction; working environment has positive and significant effect; organizational commitment has positive and significant effect on turnover on nurses in private hospital nurses in Binjai city. Based on these results, the most influencing factor on turnover on nurses is job satisfaction.*

**Keywords:** Nurses, Turnover, Job Satisfaction

**JEL Codes:** D91, I11, J28, J62, N35.