

THE DEVELOPMENT OF IMPLEMENTER NURSES' CAREER ON JOB SATISFACTION AND TURNOVER INTENTION

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ABSTRACT

Human resources are a primary resource in a company. Career development of good nurses enables to influence the improvement of work nurses satisfaction and lower nurses turnover intention. This study aims to analyze the relation of career development of implementer nurses to the satisfaction of work nurses and the turnover intention in the Regional Public Hospital of Klungkung, Bali. This research used correlation design research with cross-sectional approach. The total sampling of the research was 139 implementer nurses. The result of correlation analysis showed that career development had strong correlation and positive pattern to the job satisfaction with the t value= 0,553 and p value= 0,0005, carrier development had low correlation and negative pattern with the turnover intention and r value= -0,210 and p value= 0,013, and the job satisfaction had medium correlation and negative pattern with the turnover intention and the r value= -0,374 and p value= 0,0005. The results of PLS analysis show that there is a correlation of career development to the nurses job satisfaction with the t value = 7,4368, there was a correlation career development with nurses turnover intention with the t value = 5,0132, and there was no correlation between work satisfaction with nurses turnover intention with the t value = 0,9417. A good development career has an impact on the improvement of job satisfaction and the reduction of nurse turnover intention. As a suggestion, the next researchers enable to study deeper variable related to the nurses' ladder carrier, job satisfaction, and turnover intention.

KEYWORDS: *Career Development of Implementer Nurses, Job Satisfaction, Turnover Intention*