

ABSTRACT

Hastuti Pakaya. 2015. *The Influence of Incentive toward the Intention Turnover of Nurses in RSUD Otanaha, Gorontalo city.* Skripsi, Departement of Nursing, Faculty of Health and Sport Sciences, Universitas Negeri Gorontalo. **The principal supervisor is Rini Fahrhani Zees, S.Kep, Ns, M.Kep, and the co-supervisor is Nanang Roswita Paramata, M.Kes.**

The intention turnover of nurse often leads to inefficient task completion. One of the factors is no proper compensation in accordance with the service. This research aims at investigating the influence of incentive toward nurse's intention turnover at RSUD Otanaha, Gorontalo city.

This is an analytic observational research using cross sectional study approach. The population is all the nurses in RSUD Otanaha, Gorontalo city, and sample consist of 41 nurses taken by total sampling technique. Data is obtained by questionnaire and analyzed by Chi-square.

The result of the analysis shows that the incentive in RSUD Otanaha, Gorontalo city was less (51.2%), and the intention turnover was low (70.7%). Therefore, it can be concluded that there was an influence of incentive toward the intention turnover in RSUD Otanaha, Gorontalo city with the p Value = 0.001 ($\alpha < 0.05$).

It is important for the hospital to give proper incentive based on the work time, work load, and work achievement in order for the nurse to feel satisfied with the payment and prevent the intention turnover.

Keywords: *Incentive, Intention Turnover*

Bibliography: 30 references (2002-2014)

