

## STUDI KUALITATIF : FAKTOR – FAKTOR YANG MENYEBABKAN PERAWAT FASILITAS PELAYANAN KESEHATAN BERALIH KARIR MENJADI PERAWAT DI INDUSTRI

**Devanda Faiqh Albyn<sup>1\*</sup>**

<sup>1</sup> Institut Kesehatan dan Bisnis Annisa, Bogor

Article Info	ABSTRAK
<p><b>Article History:</b>            Received 19/09/2025.            Revised -            Accepted 30/09/2025.</p> <hr/> <p><b>Keywords:</b>            Nurses            Pharmacies            Blood Transfusion</p>	<p>Dikutip dari data Kementerian Kesehatan Indonesia Jumlah Perawat Fasilitas Kesehatan di Indonesia 2025 : puskesmas 161.157, rumah_sakit 376.309, faskes lainnya"jenis fasilitas kesehatan (faskes) lainnya mencakup seperti praktik mandiri tenaga kesehatan, klinik, apotek, dan unit transfusi darah" 63.919. Penumpukan tersebut tidak menjamin aspek Kesejahteraan dan Kepuasan Kerja perawat di Fasilitas Pelayanan Kesehatan tersebut terutama para perawat kontrak dan honorer, Peralihan karir mereka dari fasyankes ke industri saat ini menjadi bahasan hangat, melalui digital platform @ohnurseedu platform pertama di Indonesia terkait informasi dunia karir perawat di industri menjadi pintu pembuka peluang kerja bagi mereka yang beralih karir ada banyak faktor yang menyebabkan mereka pindah ke industri. Penelitian ini bertujuan untuk membuka paradigma peluang kerja perawat di sektor industri dan mengkaji faktor-faktor yang menyebabkan mereka pindah. Metode dalam penelitian ini menggunakan studi kualitatif dengan teknik wawancara mendalam, dengan 3 sampling perawat yang bekerja di sektor Industri Migas, BUMN, dan Pertambangan. Adapun beberapa alasan mereka pindah diantaranya: budaya kerja yang tidak sehat, beban kerja, jenjang karir yang lama, stres kerja, burnout, kesenjangan sosial antar PNS, PPPK, kontrak dan honorer. Dari penelitian ini disimpulkan bahwa masih banyak permasalahan managerial di fasyankes yang menyebabkan perawat pindah ke sektor industri, sehingga perlu diadakan kajian lebih lanjut agar perawat kita di fasyankes sebagai garda depan mendapatkan kesejahteraan yang layak serta berpindahnya perawat ke sektor indutri membantu pemerataan SDM Perawat di Indonesia.</p>
	<p><b>ABSTRACT</b></p> <p><i>Quoted from the data of the Indonesian Ministry of Health Number of Nurses in Health Facilities in Indonesia 2025: 161,157 health centers, 376,309 hospitals, other health facilities "other types of health facilities (faskes) include such as independent practices of health workers, clinics, pharmacies, and blood transfusion units" 63,919. The accumulation does not guarantee the welfare and job satisfaction aspects of nurses in these Health Service Facilities, especially contract and honorary nurses, Their career transition from health facilities to industry is currently a hot topic, through the digital platform @ohnurseedu the first platform in Indonesia related to information on the world of nurse careers in industry to open the door to job opportunities for those who change careers there are many factors that cause them to move to industry. This study aims to open the paradigm of nurse job opportunities in the</i></p>

---

*industrial sector and examine the factors that cause them to move. The method in this study uses a qualitative study with in-depth interview techniques, with 3 sampling of nurses working in the Oil and Gas Industry, BUMN, and Mining sectors. Some of the reasons they moved include: unhealthy work culture, workload, long career path, work stress, burnout, social inequality between civil servants, PPPK, contract and honorary workers. From this study, it was concluded that there are still many managerial problems in healthcare facilities that cause nurses to move to the industrial sector, so further studies are needed so that our nurses in healthcare facilities as the front line get decent welfare and the movement of nurses to the industrial sector helps the distribution of Nursing Manpower in Indonesia.*

---

*\*Corresponding Author: (isi dengan E-mail)*

---