

Hubungan Budaya Organisasi dan Gaya Kepemimpinan Kepala Ruang dengan Kinerja Perawat Pelaksana di RSD Raden Mattaher Jambi = The relationship between organizational culture and the leadership style of head nurse with nurse performance inpatients wards in Raden Mattaher general hospital Jambi

Mila Triana Sari, author

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Abstrak

Budaya organisasi merupakan nilai bersama yang dimiliki dan tercermin dalam perilaku anggota organisasi. Budaya organisasi yang kuat dapat meningkatkan kinerja. Kinerja perawat berperan penting dalam meningkatkan mutu layanan rumah sakit. Selain budaya organisasi, faktor lain yang dapat mempengaruhi kinerja adalah gaya kepemimpinan kepala ruang. Tujuan penelitian ini untuk mengidentifikasi hubungan budaya organisasi dan gaya kepemimpinan kepala ruang dengan kinerja perawat pelaksana di RSD Raden Mattaher Jambi. Desain penelitian menggunakan deskriptif korelasi dengan pendekatan potong lintang (cross sectional) terhadap 143 perawat pelaksana yang diambil secara proporsional sampling yang memenuhi kriteria inklusi. Instrumen yang digunakan adalah kuesioner yang disusun berdasarkan elemen-elemen budaya organisasi, gaya kepemimpinan, dan kinerja. Hasil uji validitas dan reliabilitas didapatkan seluruh pernyataan dalam kuesioner adalah valid (0,368-0,841) dan reliabel (0,947). Analisis data menggunakan analisis univariat, bivariat dan multivariat. Hasil penelitian adalah 58,7% perawat pelaksana mempersepsikan budaya organisasi lemah, gaya kepemimpinan kepala ruang berorientasi karyawan tinggi 53,1%, dan berkinerja baik 53,8%. Adanya hubungan yang bermakna antara budaya organisasi yang meliputi keterlibatan, penyesuaian, konsistensi, misi dan gaya kepemimpinan kepala ruang berorientasi karyawan dengan kinerja perawat pelaksana. Variabel yang paling berhubungan dengan kinerja adalah penyesuaian, misi dan jenis kelamin sebagai variabel confounding. Variabel penyesuaian merupakan variabel yang paling berhubungan dengan kinerja perawat pelaksana. Rekomendasi penelitian: perlu mensosialisasi visi, misi dan tujuan organisasi, dasar kebijakan, peraturan, diaplikasikan dalam aktifitas pelayanan keperawatan; gaya kepemimpinan kepala ruang berorientasi pada perawat pelaksana dengan membangun hubungan kejasama yang baik melalui pelaksanaan pendekatan interpersonal kepala ruangan kepada perawat pelaksana.

.....Organizational culture is a system of shared values by the organizations people to produce norms that powerfully shape the behavior of individuals in the organization. The strong organizational culture it will create with staff nursing performance inpatient wards. The best performance is reflected through the quality nursing care in hospital. The else organizational culture, which is one factor that can increase the nurse's work performance is predicted to be contributed by leadership style of head nurse. The aim of this research is to give a description the relationship between organizational culture and leadership style of head nurse with work of nurse performance inpatients ward in Raden Mattaher general hospital Jambi. The design of this research was descriptive correlational with cross sectional method to 143 subject of nurse with proportional sampling with inclusion criteria. The questionnaires were used to be valid and reliable. The validity and reliability test of the organizational culture, style leadership head nurse and the nurse performance instrument was validity (0,368-0,841) and reliability (0,947). In analyzes the research with univariate,

bivariate and multivariate. The results of univariate analyzes described nurses who perceived weak to the organizational culture 58,7%, who style leadership head nurse was high 53,1%, and good nurses performance 53,8%. The conclusion of the study showed that their was significant relationship between organizational culture and style leadership the head nurse with nurses performance. The variable responsibility, mission and gender are considered as the influential factors toward nurse performance and the most influential factor between of them is responsibility, mission. The dominant variable that correlated with nurses performance were responsibility. From this result can be suggested; Direction of Raden Mattaher hospital need to make socialization, vision, mission and goal of organization, empowered the nurses with opportunities through formal education or give trainings with patient nursing care and nursing leadership trainings for head nurse in Raden Mataher hospitali. To head nurses inpatient increased good relationship with the nurse provider's and make interpersonal relation.