

Hubungan gaya kepemimpinan Kepala Ruangan dengan kepuasan dan kinerja perawat pelaksana di Rumah Sakit = The Relationship between head nurses leadership style with nursing staffs? satisfaction and performance in Hospital

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Abstrak

Gaya kepemimpinan kepala ruangan dalam berinteraksi dengan anggota dan saat mengelola ruang rawat akan mempengaruhi kepuasan kerja dan kinerja perawat yang dipimpinnya. Penelitian ini bertujuan mengidentifikasi hubungan gaya kepemimpinan kepala ruangan yang dipersepsikan perawat pelaksana dengan kepuasan dan kinerja perawat pelaksana.

Metode penelitian menggunakan pendekatan cross sectional desain deskripsi korelasi melibatkan 146 perawat Rumah Sakit Umum Daerah RSUD Cibinong yang dipilih secara random sampling. Data dianalisis dengan Chi Square, uji Fisher dan regresi logistik.

Hasil penelitian menunjukkan terdapat hubungan antara gaya kepemimpinan (servant dan transformasional) dengan kepuasan ($p < 0,05$), antara gaya kepemimpinan (servant, transaksional, dan transformasional) dengan kinerja ($p < 0,05$), serta terdapat hubungan antara kepuasan dan kinerja perawat ($p < 0,043$). Gaya kepemimpinan kepala ruangan yang paling berhubungan dengan kepuasan perawat pelaksana adalah gaya kepemimpinan transformasional ($OR = 6,345$), dan kinerja adalah transaksional ($OR = 3,846$).

Hasil ini menyarankan untuk menerapkan gaya kepemimpinan transformasional untuk meningkatkan kepuasan dan gaya kepemimpinan transaksional untuk meningkatkan kinerja perawat pelaksana.

.....Head nurses leadership style, when interacting with nursing staffs and when managing nursing service area, affected to nursing staffs satisfaction and performance.

This study aimed to identify the relationship between head nurses leadership style, that perceived by nursing staffs, with their satisfaction and performance.

The design research was descriptive correlative with cross sectional approach. The sample were selected randomized involving 146 nursing staffs in Cibinong General Hospital. Data were analyzed by chi-square, Fisher's exact test and logistic regression.

The results showed that there was a relationship between head nurses leadership style (servant and transformational) with nursing staffs satisfaction ($p < 0.05$), there was a relationship between head nurses leadership style (servant, transactional, and transformational) with nursing staffs performance ($p < 0.05$), and there was a relationship between nursing staffs satisfaction with their performance ($p < 0.043$). head nurses Leadership style that most related to the nursing staffs satisfaction was a transformational leadership style ($OR = 6.345$), and the most related to the nursing staffs performance is transactional leadership style ($OR = 3.846$).

It is recommended for head nurses to apply the transformational leadership style to improve nursing staffs satisfaction and the transactional leadership style to improve nursing staffs performance.