

## Pelatihan coaching skill untuk meningkatkan leader-member exchange dan kepuasan kerja pada perawat Rumah Sakit K = Coaching skill training for improving K Hospital nurses leader-member exchange and job satisfaction

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### Abstrak

Penelitian ini ingin melihat hubungan kepuasan kerja dan leader-member exchange (LMX) pada perawat di Rumah Sakit K. Penelitian ini menggunakan pendekatan kuantitatif dengan jumlah sampel sebanyak 47 perawat. Kepuasan kerja diukur dengan menggunakan alat Job Satisfaction Survey (JSS) (Spector, 1997) dan LMX diukur dengan menggunakan alat Leader-Member Exchange Multidimensional (LMX-MDM) (Liden & Maslyn, 1998). Pada penelitian ini tidak ditemukan hubungan antara kepuasan kerja dan LMX, namun ditemukan hubungan signifikan antara kepuasan kerja dan satu dimensi LMX yaitu professional respect ( $r = .35$ ,  $LOS = .05$ ). Sebanyak 53.2% dari sampel penelitian juga memiliki nilai professional respect yang tergolong di bawah rata-rata. Untuk itu, intervensi yang diusulkan adalah pelatihan mengenai coaching pada penanggung jawab shift dan kepala ruangan dengan harapan dapat meningkatkan professional respect, LMX, dan kepuasan kerja perawat. Hasil evaluasi intervensi menunjukkan peningkatan pengetahuan yang signifikan pada perawat.

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The aim of study was finding relationship between job satisfaction and leader-member exchange (LMX) of nurses at K Hospital. This study used quantitative method which has 47 samples of nurse. Job satisfaction was measured by Job Satisfaction Survey (JSS) (Spector, 1997) and LMX was measured by Leader-Member Exchange Multidimensional (LMXMDM) (Liden & Maslyn, 1998). This study found there was no relationship between job satisfaction and LMX, but there was significant relationship between job satisfaction and one of LMX dimension, professional respect ( $r = .35$ ,  $LOS = .05$ ). The samples who had low professional respect (below the mean) was 53.2% of samples. To improve professional respect, LMX, and job satisfaction, researcher suggested to give coaching skill training to shift and room supervisors. The training evaluation showed increased knowledge significantly of nurses.