

## Hubungan penerapan fungsi manajemen dan gaya kepemimpinan kepala ruangan dengan kinerja perawat pelaksana pada rumah sakit berbasis militer dan non-militer di Jakarta (studi komparatif)

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### Abstrak

Tujuan penelitian ini yang pertama adalah untuk memperoleh gambaran mengenai perbedaan penerapan fungsi-fungsi manajemen, gaya kepemimpinan kepala ruangan dan kinerja perawat pelaksana di rumah sakit yang berbasis militer dan non militer di Jakarta. Kedua untuk memperoleh informasi mengenai hubungan penerapan fungsi-fungsi manajemen dan gaya kepemimpinan kepala ruangan dengan kinerja perawat pelaksana. Variabel pengaruh dalam penelitian ini adalah fungsi-fungsi manajemen (perencanaan, pengorganisasian, pengarahan dan pengendalian) dan gaya kepemimpinan (otoriter, partisipatif, katalis dan bebas tindak). Variabel terpengaruh adalah kinerja perawat pelaksana, sedangkan variable confounding adalah umur, jenis kelamin dan lama kerja.

Hasil penelitian membuktikan bahwa penerapan fungsi perencanaan, pengorganisasian, pengarahan, pengendalian, gaya kepemimpinan otoriter dan gaya kepemimpinan partisipatif berbeda bermakna antara rumah sakit militer dan non-militer di Jakarta. Rumah sakit non-militer memiliki skor rata-rata lebih tinggi pada ke enam variable diatas, sedangkan variable gaya kepemimpinan katalis, bebas tindak dan kinerja perawat pelaksana tidak menunjukkan perbedaan yang signifikan. Pada analisis hubungan dengan uji regresi linier sederhana juga menunjukkan bahwa variable fungsi perencanaan, pengorganisasian, pengarahan, pengendalian, gaya kepemimpinan otoriter, gaya kepemimpinan partisipatif, umur dan lama kerja menunjukkan hubungan yang signifikan serta masing-masing menyumbang (sesuai urutan) 21,5%, 19%, 17,2%, 12%, 13%, 2% dan 1,9% variasi nilai kinerja. Sedangkan pada analisis regresi linier ganda menunjukkan bahwa variable penerapan fungsi perencanaan dan pengorganisasian merupakan variable yang paling kuat hubungannya dengan kinerja perawat pelaksana dan memperoleh model prediksi;  $Kinerja = 55,174 + 1,816 (\text{fungsi perencanaan}) + 0,958 (\text{fungsi pengorganisasian})$ . Model ini juga menyumbang sebesar 23% variasi nilai kinerja.

Dampak penelitian ini diharapkan dapat digunakan untuk meningkatkan kinerja perawat pelaksana melalui penerapan fungsi-fungsi manajemen dan gaya kepemimpinan yang tepat oleh kepala ruangan. Peningkatan kemampuan kepala ruangan dapat melalui pelatihan dan pendidikan berkelanjutan.

Daftar Pustaka: (1967 - 2003)

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Relation Between Applications of Management Functions and Style Leadership of Chiefs Room with the Effort of Work from Nurses Practitioner at Military and Non-Military Hospitals in Jakarta (The Comparative Study) The purposes of this research are, first, to have the description about differences in application of management functions and style leadership of chiefs room with the effort of work from nurses practitioner at military and non-military hospitals in Jakarta. Second, to have the information about relation

between application of management functions and style leadership of chief's room with the effort of work from nurses? practitioner. Dependent variable in this research is management functions (planning, organizing, actuating, and controlling) and style leadership (autocratic, participative, catalyze and laizez fire). Independent variable is the effort of work from nurses? practitioner, meanwhile the confounding variable are ages, sex and time of work.

The result from this research prove that application of planning, organizing, actuating, controlling, autocratic style leadership and participative leadership have significant differences between military and non-military hospitals. Non-military hospitals have average score higher in sixth variable above, meanwhile variable: catalyst style leadership and laizez fire style leadership, free of action and the effort of work from nurses practitioner do not show significant differences. In relation analyzes with simple linier regressions test also show that variable: function of planning, organizing, actuating, controlling, autocratic style leadership, participative leadership, ages and time of work have significant relationship and they also give the point to variations of the effort of work value (one variable have one value) 21,5%, 19%, 17,2%, 12%, 13%, and 1,9%. Meanwhile in multiple linier regressions test show that variable: application of planning and organizing are strong variable in their relations with the effort of work from nurse practitioner and have prediction model: the effort of work =55,174 + 1,816\*planning + 0,958\*organizing. These models also give 23% point to variation of the effort of work value.

The author hope this result can use increases the effort of work from nurses? practitioner through application of management functions and right of style leadership of chief?s room. The increasing ability of chief?s room can get from courses and continuing education.

Reference (1967 - 2003)