

Hubungan antara kepemimpinan efektif kepala ruangan dengan iklim organisasi di RSUP Dr. Wahidin Sudirohusodo Makassar, 2001

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Abstrak

Kepala ruangan pada unit rawat inap RS merupakan penanggung jawab ruangan dan menjadi manajer di garis depan yang harus mampu menjadi urat nadi dari segala proses pendayagunaan sumber-sumber keperawatan di ruangan sehingga dapat menciptakan iklim kerja kondusif yang mampu memberi kesempatan dan kemudahan kepada staf keperawatan yang menjadi tanggung jawabnya untuk tumbuh, berkembang dan berprestasi dalam suasana iklim organisasi yang dinamis.

RSUP Dr. Wahidin Sudirohusodo Makassar, sebagai RS tipe A dan pusat rujukan kawasan timur Indonesia memiliki 15 ruang rawat inap dengan jenis pelayanan kesehatan yang kompleks, namun demikian tenaga perawat pelaksana yang bertugas di ruang rawat inap mayoritas tenaga non profesional (69,%) sehingga diharapkan para kepala ruangnya mampu menjadi seorang pemimpin yang efektif yang dapat menciptakan iklim organisasi ruang rawat inap yang kondusif.

Berdasarkan hal tersebut rumusan masalah dalam penelitian ini adalah bagaimana hubungan antara kepemimpinan efektif kepala ruangan dengan iklim organisasi di ruang rawat inap RSUP Dr. Wahidin Sudirohusodo Makassar dengan asumsi ada hubungan kepemimpinan efektif kepala ruangan dengan iklim organisasi yang dipersepsikan oleh perawat pelaksana, dimana persepsi ini dapat dipengaruhi oleh beberapa karakteristik demografinya seperti usia, jenis kelamin, pendidikan dan lama kerja.

Penelitian ini merupakan penelitian kuantitatif dengan disain deskriptif korelasi yang bersifat "Cross Sectional" dengan tujuan untuk melihat hubungan antar variabel yakni kepemimpinan efektif, iklim organisasi dan karakteristik demografis perawat pelaksana.

Berdasarkan analisis data univariat, bivariat dan multivariate hasil penelitian menggambarkan ada hubungan yang signifikan antara kepemimpinan efektif kepala ruangan dengan iklim organisasi. Dari enam komponen kepemimpinan efektif maka empat diantaranya yakni komunikasi, energi, tujuan dan tindakan masing-masing berhubungan secara signifikan dengan iklim organisasi, sedangkan karakteristik responden, tidak ada satupun yang berhubungan secara signifikan dengan kepemimpinan efektif. Tetapi antara karakteristik responden dengan iklim organisasi maka umur dan lama kerja berhubungan secara signifikan. Dari model regresi ganda maka komponen komunikasi energi dan tindakan masing-masing memberikan kontribusi pengaruhnya terhadap iklim organisasi, diantara ketiganya komponen energi memberikan kontribusi terbesar.

Berdasarkan hasil penelitian tersebut ada beberapa saran yang dapat disampaikan yakni : bahwa dalam proses rekrutmen, promosi jabatan kepala ruangan para pengambil kebijakan di RSUP Dr. Wahidin

Sudirohusodo sangat penting mempertimbangkan aspek kemampuan energi, kemampuan komunikasi dan kemampuan bertindak yang dapat terjaring melalui wawancara dan observasi.

Perawat yang berusia muda dan perawat yang mempunyai lama kerja kurang dari 10 tahun dapat didistribusikan merata pada 15 ruang rawat inap. Dalam meningkatkan kemampuan kepemimpinan maka kepala ruangan dapat melakukan learning by doing atau on the job training. Demikian juga agar senantiasa meningkatkan energi yang dimiliki, kemampuan berkomunikasi dan dapat bertindak sesuai batas kewenangan dengan mengaplikasikan komponen kepemimpinan efektif didalam kepemimpinannya.

Daftar Pustaka 51 (1968 - 2000)

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The relation between the effective leadership of the charge nurse and the organisational climate at the Central Public Hospital Dr. Wahidin Sudirohusodo in Makassar, 2001 The charge nurse of a hospital long ward stay department is a person in responsibility to a ward and a manager in front line, who must have capability to become a nerve root of all process in making efficient use of nursing sources in the ward. The charge nurse can create a conducive working climate, allowing nursing staffs as her subordinate to have an opportunity and ease to develop and gain their achievement on the dynamic organisational climate.

The Central Public Hospital Dr. Wahidin Sudirohusodo in Makassar is a type A hospital having a role as a central reference in eastern Indonesia - posses 15 long ward stay departments with variety of complex health services. Nevertheless, the nurse staff in duty at long ward stay department is non-professional in majority or almost 69 %. Thus, the charge nurse is expected to have an effective leadership who is able to create a conducive long ward stay department.

Based on those reasons above, the problem formulation at this research poses how the relationship between an effective leadership and the organisational climate at long ward stay department at Central Public Hospital Dr. Wahidin Sudirohusodo in Makassar, with the assumption that there is an effective leadership of the charge nurse with the organisational climate perceived by the nurse in duty, which this perception can be affected by some demographic character such as age, sex, education, and duration of working.

This research is a quantitative study with correlation of descriptive design "Cross Sectional" in nature. This research aims at finding out the relation interviable of effective leadership organisational climate and demographic character of nurses in duty. Based on the analytical data of univariate, bivariate, and multivariate, the research outcome shows that there is a significant relation between effective leadership of the charge nurse and organisational climate. Of these six components of effective leadership, four of them are communication, energy, purpose and action of each have interrelationship with organisational climate, while at the respondent characteristic, none of them has significantly relationship to effective leadership. However, the age and duration of working have a significant relationship between respondent characteristic and organisational climate. From multiple-regression linear model, the energy communication component and action on each give its influential contribution against organisational climate, energy component gives the greatest contribution in comparison with those three components.

Lining with the outcome research, there are some suggestion being able to be conveyed That ; the decision maker of the Central Public Hospital Dr. Wahidin Sudirohusodo must consider the energy, communication, behaviour capacity in recruiting, promoting the post of the charge nurse that can be select through observation and interview. The young nurse and nurses who have duration of working less than 10 years can be distrubuted in flat into 15 long ward stay department. To improve the leadership capacity, the charge nurse is able to carry out "learning by doing or job training". So then to improve their owned energy, the ability to communicate, and act on in accordance with their own authority border by applying an effective leadership components in their leadership are very necessary.

Bibliography = 51 (1968 - 2000)