

# Efektifitas model kepemimpinan transformasional kepala ruang berbasis softskill terhadap peningkatan soft skill perawat pelaksana suatu action research di Rumah Sakit Roemani Semarang = The effectiveness of transformational leadership models head room based soft skills to improving the soft skills of nurses an action research in roemani Hospitals of Semarang

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## Abstrak

[<b>ABSTRAK</b><br>

Sumber daya manusia keperawatan yang berkualitas merupakan kepribadian yang tidak cacat emosionalnya seperti kesalahan/kekurang telitian dalam pekerjaan, keterlambatan dalam menyelesaikan pekerjaan, semangat kerja yang buruk, bekerja secara asal-asalan dan kesal hati. Sebaliknya sumber daya manusia keperawatan yang berkualitas adalah perawat yang memiliki kegairahan dalam bekerja, kreatif, proaktif, mempunyai kehangatan dan mudah tersenyum, terkait dengan kompetensi perawat pelaksana didapatkan bahwa kompetensi inti yang dimiliki oleh perawat pelaksana adalah kepemimpinan, cara kerja, interpersonal/softskill, dan penguasaan lingkungan. Softskill sendiri dapat dikembangkan dan ditumbuhkan melalui berbagai cara, dan faktor yang dapat membentuk softskill diantaranya pelatihan, tantangan yang didapat, lingkungan, dan pendidikan

Penelitian ini bertujuan mengetahui efektifitas model Kepemimpinan

Transformasional Kepala Ruang berbasis softskill, mendapatkan modul dan panduan panduan model yang terdiri dari panduan, modul dan portopolio model Kepemimpinan Transformasional Kepala Ruang berbasis softskill

Metode yang digunakan dalam penelitian ini adalah action research dengan desain riset pengembangan dengan studi eksperimen kuasi, dengan menggunakan penilaian times series. Penelitian terdiri dari 3 tahap yaitu tahap studi pendahuluan, tahap pengembangan model, dan tahap implementasi model, alat ukur yang digunakan yaitu Kuesioner

Transformational Leadership Questionnaire (TLQ) dan Nurse Soft skill Questionnaire (NSQ), panduan model yang terdiri dari panduan, modul dan portopolio model

Kepemimpinan Transformasional Kepala Ruang berbasis softskill, pada tahap implementasi dilakukan sosialisasi, pelatihan, pendampingan penerapan panduan model yang terdiri dari panduan, modul dan portopolio model Kepemimpinan Transformasional Kepala Ruang berbasis softskill

Populasi dalam penelitian ini terdiri dari 18 kepala ruang yang ada dimasingmasing Rumah Sakit sebagai kelompok kontrol dan kelompok perlakuan (total sampel), dan 47 perawat pelaksana yang diambil secara random sampling.

Hasil penelitian didapatkan panduan model yang telah divalidasi dan diuji keterterapannya oleh 2 orang pakar dan 2 orang praktisi, hasil implementasi model

diperoleh adanya efektifitas model dalam meningkatkan softskill perawat pelaksana dalam hal kemampuan beradaptasi, berkomunikasi, bekerjasama tim, memecahkan masalah, percaya diri, disiplin dan teliti, didapatkan perbedaan kemampuan softskill pada bulan ke 1 dengan ke II, dan ke I dengan ke III setelah implementasi model. Model kepemimpinan transformasional kepala ruang berbasis soft skill sangat mungkin diterapkan ditatanan Unit perawatan di seluruh Rumah Sakit yang ada, untuk dapat menjawab tantangan dunia terhadap perbaikan sumber daya manusia melalui perbaikan kinerja dalam hal kemampuan interpersonal dan intrapersonal, kegiatan harian perawat kegiatan ini yang sering terbengkalai, portopolio lembar kerja yang sangat efektif dalam penerapan model;

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Human resources qualified nursing an emotional personality defects such as errors / lack of carefully situations in the work, the delay in completing the work, poor morale, work carelessly and bitter. Instead of nursing human resources are qualified nurses who have a passion for working, creative, proactive, have a warmth and an smiling, related to the competence of nurses found that the core competencies possessed by nurses is leadership, how to work, interpersonal / soft skills, and procurement environment. Soft skill can be developed and grown through a variety of ways, and the factors which may form such soft skills training, the challenge is to come, the environment, and education

This study aims to determine the effectiveness of transformational leadership model of Head Room-based soft skills, gain module guides and guide model consisting of guides, modules and portfolio models Transformational Leadership Head Room-based soft skills The method used in this study is an action research with research design the development of quasi-experimental studies, using the assessment times series. The study consisted of three phases: a preliminary study, the model development stage, and the implementation phase models, The instruments used Transformational Leadership Questionnaire (TLQ) and Nurse Soft skills Questionnaire (NSQ), guide model consisted of guides, modules and portfolio Transformational Leadership Model Head Room-based soft skills, at the implementation stage by socialization, training, mentoring guide application model consisted of guides, modules and portfolio models Transformational Leadership Head Room-based soft skills

The population in this study consisted of 18 head rooms in each of the existing hospital as a control group and the experimental group (total sampling), and 47 nurses were taken by random sampling.

The results was obtained the model guide has been validated and tested by 2 experts and 2 practitioners, the results obtained by the model of implementation effectiveness of the model in improving the soft skills of nurses in terms of adaptability, communication, team work, problem solving, self-confidence, discipline and meticulous, There were significant differences at 1st months and 2nd months, and 1st months and 3rd months after the implementation of the model. Transformational leadership model of head room-based soft skills are very likely applicable in care units of hospital, to be able to meet the challenges of the world to the improvement of human resources through improved performance in terms

of interpersonal and intrapersonal skills, daily activities of the nurse's activities are often neglected, portfolio worksheet very effective in the application of the model, Human resources qualified nursing an emotional personality defects such as errors / lack of carefully situations in the work, the delay in completing the work, poor morale, work carelessly and bitter. Instead of nursing human resources are qualified nurses who have a passion for working, creative, proactive, have a warmth and an smiling, related to the competence of nurses found that the core competencies possessed by nurses is leadership, how to work, interpersonal / soft skills, and procurement environment. Soft skill can be developed and grown through a variety of ways, and the factors which may form such soft skills training, the challenge is to come, the environment, and education

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