

Hubungan karakteristik individu, kepemimpinan tranformasional dan trasaksional kepala ruangan dengan kinerja perawat di P.K.ST.Carolus Jakarta = The Relationship of individual characteristics, transformational and transactional leadership, with the performance of nurses in health services Sint Carolus Jakarta

Sitanggang, Linda, author

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Abstrak

Kepemimpinan kepala ruangan sangat berpengaruh terhadap kinerja perawat yang merupakan cerminan dari mutu pelayanan rumah sakit. Penelitian ini bertujuan untuk mengidentifikasi hubungan karakteristik individu, kepemimpinan transformasional dengan kinerja perawat di P.K. St. Carolus Jakarta. Desain penelitian menggunakan deskriptif korelasi dengan pendekatan cross sectional terhadap 116 perawat.

Hasil penelitian mendapatkan hubungan yang signifikan antara kepemimpinan transformasional (karisma, konsiderasi individu, simulasi intelektual) dan kepemimpinan transaksional (manajemen eksepsi) dengan kinerja perawat (p value <0,05). Tidak ada hubungan karakteristik individu meliputi usia, tingkat pendidikan, masa kerja, status perkawinan dan imabalan kontinjen dengan kinerja perawat (p value>0,05). Variabel yang dominan berhubungan dengan konerja perawat adalah manajemen eksepsi (p value=0,006).

<hr>The Leadership of head of nurse is very influential on the performance of nurses who are a reflection of the quality of hospital services. The purpose of this study was to identify the relationship between individual characteristics, transformational and transactional leadership to the performance of nurses in nursing service quality control programmes in Health Services Sint Carolus Jakarta. This study used a cross-sectional descriptive correlation design by 116 nurses.

The study's result showed a significant relationship between transformational leadership, charisma individual consideration, intellectual stimulation, transformational leadership, and management of exceptions to the performance of nurses (p value <0.05). There is no relation between the individual characteristics such as age, education level, occupation, marital status and benefits contingent with the performance of nurses (p value > 0.05). The most dominant variable associated with the performance of nurse is a management of exception (p value = 0.006).