

# Hubungan gaya kepemimpinan kepala ruangan dan karakteristik perawat dengan pemberdayaan psikologis perawat pelaksana di RSUD Tarakan Jakarta

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## Abstrak

Pemberdayaan psikologis merupakan suatu bentuk motivasi intrinsik perawat mencerminkan kepuasan kerja, kinerja, dan komitmen terhadap rumah sakit. Penelitian ini bertujuan mengetahui hubungan gaya kepemimpinan kepala ruangan dan karakteristik perawat dengan pemberdayaan psikologis perawat pelaksana di RSUD Tarakan Jakarta. Desain penelitian deskripsi korelasi dengan cross sectional, sampel 115 perawat.

Hasil didapatkan ada hubungan gaya kepemimpinan kepala ruangan dengan pemberdayaan psikologis perawat ( $p=0,046$ ), ada hubungan jenis kelamin dengan pemberdayaan psikologis perawat ( $p=0,041$ ), dan yang dominan adalah gaya kepemimpinan demokratik ( $p= 0,019$ ). Pemberdayaan psikologis perawat pelaksana perlu dilakukan secara berkesinambungan untuk meningkatkan kepuasan kerja dan komitmen sehingga berpengaruh terhadap kualitas pelayanan keperawatan.

.....Psychological empowerment is a form of intrinsic motivation of nurses, reflecting job satisfaction, performance, and commitment to the hospital. This research is aimed to recognize the relationship leadership style of nursing chief and nurse characteristics with the psychological empowerment of nurses at Tarakan Local Public Hospital, Jakarta. This research is a descriptive correlation research with cross sectional programe, and using 115 nurses as the sample.

It has been recognized that there is a relation the leadership styles of nursing chief with the psychological empowerment of nurses ( $p = 0,046$ ), there is a relation gender with the psychological empowerment of nurses ( $p = 0,041$ ), and the dominant factor is democratic leadership style ( $p = 0,019$ ). Psychological empowerment to nurses is need to be done continuously to increase job satisfaction, and commitment, thus affect the quality of nursing services.