

## Hubungan pelaksanaan peran dan fungsi manajemen kepala ruangan dengan motivasi kerja perawat pelaksana di rs tni = The relationship between implementation of head nurse s management roles functions and nurse staff work motivation in three military hospitals

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### Abstrak

Manajer keperawatan berperan penting dalam memotivasi perawat. Penelitian cross sectional pada 276 perawat pelaksana di tiga RS TNI ini bertujuan untuk melihat pelaksanaan peran dan fungsi manajemen kepala ruangan, dan hubungannya dengan motivasi kerja perawat pelaksana. Hasilnya menunjukkan bahwa ada hubungan antara peran manajemen kepala ruangan (interpersonal, informational, dan decisional) dengan motivasi kerja perawat pelaksana di RSPAD Gatot Soebroto ( $p < 0,001$ ) dan RSAU dr.Esnawan Antariksa ( $p < 0,005$ ). Berbeda dengan di RSAL Mintohardjo yang berhubungan dengan motivasi kerja perawat pelaksana hanya peran interpersonal ( $0,001$ ) dan informational ( $p = 0,002$ ). Fungsi manajemen kepala ruangan (perencanaan, pengorganisasian, ketenagaan, pengarahan dan pengendalian) berhubungan dengan motivasi kerja perawat pelaksana di RS TNI ( $p < 0,042$ ). Variabel yang paling dominan mempengaruhi motivasi kerja perawat pelaksana di RSPAD Gatot Soebroto adalah fungsi perencanaan, di RSAL Dr. Mintohardjo adalah fungsi pengendalian, di RSAU dr. Esnawan Antariksa adalah fungsi pengarahan. RS perlu meningkatkan kemampuan manajerial kepala ruangan melalui peningkatan strata pendidikan dan pelatihan manajemen keperawatan yang berkesinambungan.

.....Implementation of the head nurse's management roles and functions of will bring accomplishment in the management of nursing services. This study used crosssectional method to involve sample of 276 nurses of three military hospitals using proportional random sampling method. The results showed that there was a significant relationship between the role of head nurse management (interpersonal, informational and decisional) and the work motivation of nurses at the Gatot Soebroto army hospital ( $p < 0,001$ ) and dr. Esnawan Antariksa air force hospital ( $p < 0.005$ ). However work motivation in Dr. Mintohardjo navy hospital is only associated with interpersonal ( $p = 0,001$ ) and informational roles ( $p = 0,002$ ). There was a significant relationship between the head nurse functions of management (planning, organizing, staffing, directing and controlling) and the work motivation of nurses ( $p < 0,042$ ) at the military hospitals. The most dominant variable affecting nurses' work motivation in Gatot Soebroto hospital was planning function, while in Dr. Mintohardjo hospital was controlling function and finally in dr. Esnawan Antariksa hospital was directing function. It is important for hospital leaders to improve managerial skills of head nurse by increasing the level of education and continuous training of nursing management.