

# Pengembangan model kepemimpinan keperawatan di Ruang Rawat Inap Rumahsakit Kelas A Di Indonesia = The Development of nursing leadership model for head nurse in type A hospitals in Indonesia

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## Abstrak

Kepemimpinan kepala ruangan sangat diperlukan untuk meningkatkan kinerja perawat pelaksana. Di Indonesia belum ada model kepemimpinan yang memiliki kekuatan optimal yang dilandasi oleh tingkat kepercayaan bawahan dan berbagai pihak yang diyakini dapat berfungsi efektif di terapkan diruang rawat, sehingga mampu menghasilkan kinerja organisasi yang baik dan layanan kesehatan yang berkualitas. Penelitian ini bertujuan untuk mengidentifikasi konsep dalam rangka pengembangan model kepemimpinan keperawatan di ruang rawat inap rumah sakit kelas A di Di Indonesia. Penelitian ini merupakan penelitian kualitatif dan kuantitatif dengan desain cross sectional. Jumlah sampel 6 informan pada penelitian kualitatif dan 450 responden kepala ruangan pada penelitian kuantitatif.

Hasil penelitiain ini menunjukkan sintesa dari 5 model kepemimpinan dalam literatur yaitu model kepemimpinan efektif, tranformasional, transaksional, visioner dan servant leadership mendukung terbentuknya rancangan model kepemimpinan keperawatan Indonesia yang dapat merupakan altertnatif model kepemimpinan untuk diterapkan kepala ruang di rumah sakit kelas A di Indonesia. Perilaku kepala ruangan yang diharapkan adalah sebagai berikut : pelatih yang baik bagi karyawan, senantiasa menyediakan tantangan dan makna atas pekerjaan orang-orang yang dipimpin, membentuk tim dan bekerja dengan tim, mendefinisikan dan menyusun interaksi kelompok, mengorganisasikan kegiatan-kegiatan kelompok dalam rangka pencapaian tujuan organisasi, dan tahu keinginan bawahan.

.....Leadership of head nurse is required to improve performance of nurses in the wards. In Indonesia, there is no leadership model that has optimum strength based on mutual trust of its followers, and other parties that can be effectively implemented in the wards, which then will produce good performance of organization and quality health service. This research was aimed at identifying concepts in order to develop a model of nursing leadership in the wards of type A hospitals in Indonesia. The research was a mixed method of qualitative and quantitative research with a cross sectional design. Six subjects were participated in qualitative research and 450 head nurse as subjects were included in the quantitative research.

The findings demonstrated that a synthesis of five leadership models in the literature, that are effective, transformational, transactional, visioner, and servant leadership models have supported the development of a draft of Indonesian nursing leadership model. This model is produced as an alternative model that can be implemented by head nurses in type A hospitals in Indonesia. The expected behavior of head nurse in this model are as a good coach for their followers, provide challenge and meaning toward the tasks /assignment of the followers, build a team and work with the team, define and develop group interaction, organize group activities in order to achieve the goals of organization, and alert of the followers expectation/wishes.