

## Hubungan model kepemimpinan kepala ruangan dengan kinerja perawat pelaksana di rumah sakit = The correlation between the head nurse leadership model and the nurses performance in a hospital

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20389811&lokasi=lokal>

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### Abstrak

#### <b>ABSTRAK</b><br>

Model kepemimpinan kepala ruangan dapat meningkatkan kinerja perawat pelaksana dalam memberikan asuhan keperawatan. Tujuan penelitian ini adalah untuk mengidentifikasi hubungan model kepemimpinan kepala ruangan dengan kinerja perawat pelaksana. Metode penelitian menggunakan cross sectional, proses analisis data menggunakan analisis univariat, bivariat, dan multivariat. Hasil penelitian didapatkan model kepemimpinan yang berhubungan dengan kinerja adalah servant, visioner, dan transaksional. Model kepemimpinan yang paling dominan berhubungan dengan kinerja adalah servant (p value 0,0001; = 0,05; CI: 2,733-11,853; Odd Ratio: 5,691). Kepala ruangan yang dipersepsikan oleh perawat pelaksana menggunakan model kepemimpinan servant berpeluang meningkatkan kinerja perawat pelaksana sebesar 5 kali lebih tinggi dibandingkan dengan yang tidak dipersepsikan menggunakan model kepemimpinan servant. Hasil penelitian ini merekomendasikan kepada pimpinan RSAB Harapan Kita khususnya untuk kepala ruangan dapat menggunakan model kepemimpinan servant dalam peran dan fungsinya untuk meningkatkan kinerja perawat pelaksana.

#### <hr><i><b>ABSTRACT</b></i><br>

Head nurse leadership model can improve the performance of nurses in providing nursing care. The purpose of this study was to identify the correlation between the head nurse leadership model and the nurses? performance. This study applied a cross-sectional method. Data were analyzed using univariate, bivariate, and multivariate analyzes. The results showed that the leadership model related to the performance were servant, visionary, and transactional. The most dominant leadership model related to the performance was servant (p value= 0.0001; = 0.05, CI: 2.733 to 11.853; odds ratio: 5.691). Head nurses that were perceived by nurses as using the servant leadership model had opportunity to improve the nurses? performance 5 times higher than those who were not perceived as using the servant leadership model. It is recommended that the head of Harapan Kita Hospital, especially the head nurses, to apply the servant leadership model in their roles and functions to improve the nurses? performance.</i>