

Hubungan antara servant leadership dengan team effectiveness meningkatkan team effectiveness melalui pelatihan coaching dan servant leadership pada manajer di rumah sakit X = Relationship between servant leadership and team effectiveness increasing team effectiveness through coaching and servant leadership training on managers at hospital X

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Abstrak

[Penelitian ini bertujuan untuk menguji hubungan antara Servant Leadership dan Team Effectiveness pada Kepala Seksi dan Kepala Ruangan di Rumah Sakit X Penelitian tersebut didasari pertimbangan bahwa masih ada kesenjangan Kompetensi Kepemimpinan Kelompok pada Kepala Seksi dan Kepala Ruangan di Rumah Sakit X serta belum tercapainya target kinerja pada semua unit kerja . Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara Servant Leadership dan Team Effectiveness ($r = 0,64$ dan p lebih kecil dari $0,05$). Responden dalam penelitian ini sebanyak tujuh puluh orang, mereka merupakan bawahan dari Kepala Seksi dan Kepala Ruangan. Alat ukur yang digunakan dalam penelitian ini adalah Servant Leadership Questionnaire (SLQ) yang diadaptasi dari Barbuto & Wheeler (2006) dan Team Effectiveness Questionnaire (TEQ) dari Larson & LaFasto (1989). Berdasarkan hasil penelitian tersebut, peneliti mengusulkan program intervensi untuk meningkatkan Servant Leadership melalui Pelatihan Coaching dan Servant Leadership kepada manajer sebagai atasan dari Kepala Seksi dan Kepala Ruangan di Rumah Sakit X. Hasil pelatihan diharapkan dapat meningkatkan kemampuan Coaching dan perilaku Servant Leadership atau kepemimpinan yang melayani bagi para manajer. Selanjutnya para manajer diharapkan mampu melakukan Coaching kepada Kepala Seksi dan Kepala Ruangan, terutama dalam menerapkan kepemimpinan yang melayani sehingga efektivitas tim akan meningkat.;

The purpose of this research is to examine the relationship between Servant Leadership and Team Effectiveness on Section Heads and Heads of Nurses in Hospital X. This research is based on the fact that there is a gap in leadership competencies cluster on Section Heads and Heads of Nurses as well as unachieved performance target in all units. This research shows that Servant Leadership is significantly related to Team Effectiveness ($r=0,64$, $p<0,05$). Data collected from 70 respondents, they are subordinate of the Section Heads and Heads of Nurses. Instruments used in this research are Servant Leadership Questionnaire (SLQ), adapted from Barbuto & Wheeler (2006) and Team Effectiveness Questionnaire (TEQ), by Larson & LaFasto (1989). Based on this finding, researcher proposes an intervention program to enhance Servant Leadership through Coaching and Servant Leadership Training to the managers as the superior of the Section Heads and Heads of Nurses. These training results are expected to enhance the managers' ability in coaching and in displaying behaviors that reflect Servant Leadership. Furthermore, managers are expected to coach the Section Heads and Heads of Nurses, especially in implementing the servant leadership which will ultimately improve the team effectiveness, The purpose of this research is to examine the relationship between Servant Leadership and Team Effectiveness on Section Heads and Heads of Nurses in Hospital X. This research is based on the fact that there is a gap in leadership competencies cluster on Section Heads and Heads of Nurses as well as unachieved performance target in all units. This research shows that Servant Leadership is significantly

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