

# Pengaruh leader member exchange dan iklim organisasi terhadap employee engagement perawat di RS X, Y, dan Z = The influence of leader member exchanges and organizational climate to the employee engagement of nurses in Hospital X, Y, and Z

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## Abstrak

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

Penelitian ini bertujuan untuk menganalisis pengaruh positif leader member exchange dan iklim organisasi secara signifikan terhadap employee engagement perawat di Rumah Sakit Ibu dan Anak / unit bersalin. Selain itu juga untuk menganalisis lebih dalam mengenai leader member exchange dan iklim organisasi apa sajakah yang memberikan pengaruh yang signifikan terhadap peningkatan dari employee engagement. Berdasarkan teori dari Litwin dan Stringer (1968) dimensi iklim organisasi adalah structure, responsibility, reward, risk, standard, support, conflict, identity, dan warmth. Pengumpulan data dilakukan dengan menyebarkan kuesioner kepada 134 perawat di Rumah Sakit X, Y, dan Z dengan menggunakan metode total sampling. Kemudian diolah dan dianalisis menggunakan bantuan program SPSS dengan memakai metode descriptive statistics dan regresi linier untuk menjawab rumusan masalah yang ada. Hasil penelitian ini memberikan gambaran tentang pengaruh leader member exchange dan iklim organisasi terhadap employee engagement perawat di Rumah Sakit X, Y, dan Z. Hasil penelitian juga menunjukkan bahwa variabel leader-member exchange tidak berpengaruh secara signifikan terhadap variabel employee engagement. Sedangkan untuk variabel iklim organisasi hanya dimensi responsibility, reward, risk, standard, dan conflict yang berpengaruh secara signifikan terhadap variabel employee engagement. Dimensi structure, support, dan warmth tidak berpengaruh terhadap employee engagement perawat.

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### <b>ABSTRACT</b><br>

The objective of this research is to analyze the significant positive influence of leader-member exchanges and organizational climate to the employee engagement of nurses in mother and children hospital/maternity unit. Moreover, this research is also to more deeply analyze the types of leader member exchanges and organizational climate that significantly influence to the increase of employee engagement. Based on the theory of Litwin and Stringer (1968), the dimensions of organizational climate are structure, responsibility, reward, risk, standard, support, conflict, identity, and warmth. The data collection conducted by distributing the questionnaire to 134 nurses in Hospital X, Y and Z with total sampling method. The collected data was processed and analyzed with SPSS using descriptive statistics and linear regression method to answer the research question. The result of this research describes the influences of leader member exchange and organizational climate to the employee engagement of the nurses in Hospital X, Y and Z. The result of the research also demonstrates that the leader-member exchange variable does not significantly influence to the employee engagement variable. While for the organizational climate variable, only the responsibility, reward, risk, standard, and conflict dimension that significantly influence the employee engagement variable. The structure, support, and warmth dimension does not influence the employee engagement., The objective of this research is to analyze the significant positive influence of leader-member exchanges and

organizational climate to the employee engagement of nurses in mother and children hospital/maternity unit. Moreover, this research is also to more deeply analyze the types of leader member exchanges and organizational climate that significantly influence to the increase of employee engagement. Based on the theory of Litwin and Stringer (1968), the dimensions of organizational climate are structure, responsibility, reward, risk, standard, support, conflict, identity, and warmth. The data collection conducted by distributing the questionnaire to 134 nurses in Hospital X, Y and Z with total sampling method. The collected data was processed and analyzed with SPSS using descriptive statistics and linear regression method to answer the research question. The result of this research describes the influences of leader member exchange and organizational climate to the employee engagement of the nurses in Hospital X, Y and Z. The result of the research also demonstrates that the leader-member exchange variable does not significantly influence to the employee engagement variable. While for the organizational climate variable, only the responsibility, reward, risk, standard, and conflict dimension that significantly influence the employee engagement variable. The structure, support, and warmth dimension does not influence the employee engagement.]