

Pencegahan Burnout Menggunakan Gaya Kepemimpinan Transformasional Kepala Ruangan di Ruang Intensif = Prevention of Burnout Using Transformational Leadership Style of Head Nurse in The Intensive Unit

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Abstrak

Pencegahan burnout menggunakan gaya kepemimpinan transformasional kepala ruangan di unit intensif. Ruang intensif merupakan ruangan yang memerlukan keterampilan khusus dengan keputusan klinis yang cepat dalam tindakan keperawatan pada pasien kritis. Perawat di ruang perawatan intensif berpotensi mengalami burnout di lingkungan kerja. Tujuan penelitian untuk mengetahui pengaruh gaya kepemimpinan kepala perawat terhadap persepsi perawat terhadap burnout yang dialami perawat di ruang intensif. Metode penelitian menggunakan desain cross sectional. Pengambilan sampel dengan teknik total sampling, sampel sebanyak 201 perawat di ruang intensif Rumah Sakit X Jakarta. Hasil penelitian menunjukkan bahwa ada hubungan yang signifikan antara usia (p-value 0,001), gaya kepemimpinan transaksional kepala ruangan menurut persepsi perawat berhubungan dengan burnout (p-value 0,035). Tidak terdapat hubungan yang signifikan antara gaya kepemimpinan transformasional kepala ruangan menurut persepsi perawat (p-value 0,211). Kesimpulan penelitian adalah ada hubungan antara gaya kepemimpinan transaksional kepala ruangan yang dirasakan perawat pelaksana dengan burnout pada perawat di ruang rawat intensif. Rekomendasi: kepala unit perawatan intensif harus menyesuaikan gaya kepemimpinannya menjadi lebih transformasional untuk mengurangi burnout perawat.

.....Prevention of burnout using transformational leadership style of head nurse in the intensive unit. The intensive room is a room that requires special skills with rapid clinical decisions in nursing actions for critically ill patients. Nurses in intensive care have the potential to experience burnout at work enviroment. The purpose of the study was to determine the effect of the leadership style of the head nurse according to the nurse's perception of burnout experienced by nurses in the intensive room. The research method used a cross-sectional design. Sampling with total sampling technique, a sample of 201 nurses in the intensive room X Hospital in Jakarta. The results showed that there was a significant relationship between age (p-value 0.001), the transactional leadership style of the head of the room according to the nurse's perception was related to burnout (p-value 0.035). There was no significant relationship between the transformational leadership style of the head of the room according to the nurse's perception (p-value 0.211). The conclusion of the study was that there was a relationship between the transactional leadership style of the head of the room perceived by the implementing nurse and burnout in the nurse in the intensive care room. Recommendation: the head of the intensive care unit should adjust his leadership style to be more transformational to reduce nurse burnout.