

Determinan Kepemimpinan Perawat Manajer Di Masa Pandemi Covid-19 = Determinants of Nurse Manager Leadership During The Covid-19 Pandemics

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Abstrak

Pendahuluan: Pandemi Coronavirus 19 (Covid-19) menuntut kemampuan perawat manajer dalam mengatasi situasi krisis. Kepemimpinan menjadi faktor yang krusial dalam penanggulangan krisis dan banyak faktor yang mempengaruhi kepemimpinan perawat manajer di tatanan pelayanan keperawatan. Tujuan penelitian ini mengidentifikasi determinan kepemimpinan perawat manajer di masa pandemi Covid 19. Metode: Penelitian berdesain cross sectional ini melibatkan 82 perawat manajer yang bekerja di dua rumah sakit di Jakarta yang dipilih dengan teknik. Hasil penelitian ini menunjukkan determinan dari kepemimpinan perawat manajer di masa pandemi Covid-19 adalah faktor komunikasi ($p = 0,001$), kejelasan visi dan nilai ($p = 0,001$), dan caring ($p = 0,001$). Caring merupakan determinan yang paling berhubungan dengan kepemimpinan perawat manajer, yaitu setiap penambahan satu poin caring perawat manajer akan meningkatkan kepemimpinan sebesar 0,624 kali. Dari penelitian ini juga didapatkan gaya kepemimpinan yang dominan digunakan oleh perawat manajer pada masa pandemi ini adalah gaya transaksional dan transformasional (skor masing-masing mencapai 75% dan 75,38%), sedangkan skor penerapan gaya kepemimpinan pasif rendah (16,37%). Faktor lain yang diteliti namun tidak berhubungan dengan gaya kepemimpinan adalah usia, lama kerja, jenis kelamin, tingkat pendidikan, status pernikahan, dan pelatihan ($p > 0,05$). Kesimpulan: Hasil penelitian ini dapat digunakan sebagai dasar untuk meningkatkan kepemimpinan perawat manajer terutama di masa krisis pandemi Covid-19. Dengan mengetahui determinan kepemimpinan ini, perawat manajer dapat mengasah dan mengembangkan kemampuan caring, komunikasi, dan kejelasan visi dan nilai untuk meningkatkan kemampuan kepemimpinan. Rekomendasi: Hasil penelitian ini perlu dikonfirmasi melalui penelitian dari sudut pandang perawat pelaksana yang dipimpin oleh perawat manajer dan diperdalam dengan metode kualitatif.

.....Background: The Coronavirus 19 (Covid-19) pandemic demands the ability of nurse managers to deal with crisis situations. Leadership is a crucial factor in crisis management and many factors influence the leadership of nurse managers in nursing care settings. The purpose of this study is to identify the determinants of nurse manager leadership during the Covid-19 pandemic. Method: This cross-sectional design study involved 82 nurse managers working in two hospitals in Jakarta which were selected by technique. Result: The results of this study indicate that the determinants of nurse manager leadership during the Covid-19 pandemic are communication factors ($p = 0.001$), clarity of vision and values ($p = 0.001$), and caring ($p = 0.001$). Caring is the determinant that is most related to the leadership of the nurse manager, that is, each addition of one point of caring for the nurse manager will increase the leadership by 0.624 times. From this study, it was also found that the dominant leadership style used by nurse managers during this pandemic was transactional and transformational style (scores reached 75% and 75.38%), while the score for applying passive leadership style was low (16.37%). . Other factors studied but not related to leadership style were age, length of work, gender, education level, marital status, and training ($p > 0.05$). Conclusion: The results of this study can be used as a basis for improving the leadership of nurse managers,

especially during the Covid-19 pandemic crisis. By knowing these leadership determinants, nurse managers can hone and develop caring skills, communication, and clarity of vision and values to improve leadership skills. Recommendation: The results of this study need to be confirmed through research from the point of view of the implementing nurse led by the nurse manager and deepened by qualitative methods