

HUBUNGAN PERSEPSI PERAWAT TERHADAP GAYA KEPEMIMPINAN KEPALA RUANG DENGAN KINERJA PERAWAT PELAKSANA DI RS PKU MUHAMMADIYAH BANTUL

Markus Hengky¹, Sujono Riyadi²

INTISARI

Latar Belakang: Perkembangan Rumah Sakit di Indonesia sejak kemerdekaan berlangsung sangat cepat dan dinamis, seiring berjalan dengan peningkatan kesejahteraan masyarakat. Berbagai bentuk jasa pelayanan kesehatan tersebut memerlukan sumber daya manusia yang bermutu dan profesional. Dalam manajemen keparawatan perlu didukung oleh kemampuan dan keterampilan kepemimpinan untuk pelayanan keperawatan yang efektif dan efisien selain itu kinerja perawat juga dapat dipengaruhi oleh pimpinannya karena kepemimpinan elemen penting untuk peningkatan pelayanan keperawatan.

Tujuan Penelitian: Diketuinya Hubungan Persepsi Perawat Terhadap Gaya Kepemimpinan Kepala Ruang Dengan Kinerja Perawat Pelaksana di Rumah Sakit PKU Muhammadiyah Bantul.

Metode Penelitian: Penelitian kuantitatif non-eksperimental dengan pendekatan *cross sectional*. Teknik pengambilan sampel menggunakan *proportional stratified random sampling* dengan jumlah responden 59 perawat pelaksana. Instrument penelitian menggunakan kuesioner.

Hasil: Sebanyak 69,5% perawat pelaksana mempersepsikan gaya kepemimpinan demokratis, dan sebanyak 45,8% kinerja perawat pelaksana termasuk kategori tinggi. Berdasarkan hasil uji statistik menggunakan uji *Somers'd* didapatkan bahwa ada hubungan antara persepsi gaya kepemimpinan kepala ruang dengan kinerja perawat pelaksana di RS PKU Muhammadiyah Bantul dengan nilai *p-value* = 0,000 dan keeratan hubungan sedang $r=0,413$.

Kesimpulan: Ada hubungan antara persepsi gaya kepemimpinan kepala ruang dengan kinerja perawat pelaksana di RS PKU Muhammadiyah Bantul.

Kata Kunci: Persepsi, Gaya Kepemimpinan, Kinerja Perawat.

¹Mahasiswa PSIK Stikes Jenderal Achmad Yani Yogyakarta.

²Dosen PSIK Stikes Jenderal Achmad Yani Yogyakarta.

**THE CORELLATION BETWEEN NURSES' PERCEPTION ABOUT
WARD HEAD'S LEADERSHIP PATTERN AND PERFORMANCE
OF LICENSED PRACTICAL NURSES IN GENERAL HOSPITAL
OF PKU MUHAMMADIYAH BANTUL**

Markus Hengky¹, Sujono Riyadi²

ABSTRACT

Background : Development of hospitals in Indonesia since the nation's independence grows rapidly and dynamically along with social welfare development. All kinds of health service are in need of quality and professional human resources. Nursing management is supposed to be supported by ability and skill in leadership to achieve effective and efficient nursing service. Moreover, Leadership may influence nurses' performance as an essential element to enhance nursing service.

Objective : The Correlation between Nurses' Perception about Ward Head's Leadership Pattern and Performance of Licensed Practical Nurses in General Hospital of PKU Muhammadiyah Bantul.

Method : This was a quantitative and non experimental study with cross sectional approach. Samples were selected by proportional stratified random sampling technique as many as 59 licensed practical nurses. Study instrument was questionnaire.

Result : As many as 69,5% of licensed practical nurses had perception of democratic leadership pattern and 45,8% were in high category. The result of statistical test by applying Somers'd test find out that there was a Correlation between Nurses' Perception about Ward Head's Leadership Pattern and Performance of Licensed Practical Nurses in General Hospital of PKU Muhammadiyah Bantul with p-value of 0,000 and significance level (r) of 0,413.

Conclusion : There was a Correlation between Nurses' Perception about Ward Head's Leadership Pattern and Performance of Licensed Practical Nurses in General Hospital of PKU Muhammadiyah Bantul.

Keywords : Perception, Leadership Pattern, Nurses' Performance.

¹Student PSIK Stikes Jenderal Achmad Yani Yogyakarta.

²Lecture PSIK Stikes Jenderal Achmad Yani Yogyakarta.