

ANALISIS GAYA KEPEMIMPINAN KEPALA RUANG KEPERAWATAN DI RUANGAN PENYAKIT DALAM RSUD PANEMBAHAN SENOPATI BANTUL YOGYAKARTA 2016

INTISARI

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Latar Belakang: Kepemimpinan dalam penerapan manajemen organisasi sangat tergantung pada gaya kepemimpinan seseorang. Kepala ruangan sebagai pemimpin dapat menggunakan gaya kepemimpinannya tergantung pada situasi lingkungan kerjanya dengan memperhatikan karakteristik bawahan, karakteristik organisasi, karakteristik lingkungan untuk memengaruhi perawat lain di bawah pengawasannya.

Tujuan: Penelitian ini bertujuan untuk menganalisis Gaya Kepemimpinan Kepala Ruang di Ruangan Penyakit Dalam Rumah Sakit Daerah Panembahan Senopati Bantul.

Metode: Penelitian ini menggunakan metode kualitatif. Jenis penelitian yaitu studi kasus dengan analisis deskriptif. Sumber data penelitian adalah kepala ruang dan perawat pelaksana. Sampel yang diteliti yaitu ruang penyakit dalam yang terdiri dari ruang flamboyan, ruang cempaka, dan ruang bakung.

Hasil: Kepala ruang R1 menerapkan tiga gaya kepemimpinan yaitu otoriter, demokratis dan bebas kendali sedangkan Kepala ruang R2 dan R3 hanya menerapkan gaya kepemimpinan demokratis dan terdapat 5 tema dari 3 gaya kepemimpinan tersebut.

Kesimpulan: Berdasarkan penelitian yang telah dilakukan di tiga ruangan penyakit dalam RSUD Panembahan Senopati Bantul menunjukkan bahwa adanya gaya kepemimpinan otoriter dengan satu tema yaitu pemimpin menentukan sendiri yang diterapkan oleh kepala ruang R1. Tiga kepala ruang menerapkan gaya kepemimpinan demokratis terdapat tiga tema kebersamaan pimpinan dan bawahan serta komunikasi dua arah sedangkan tema kenyamanan hanya diterapkan oleh kepala ruang R3. Gaya kepemimpinan bebas kendali hanya terdapat satu tema yaitu tanggung jawab perorangan yang diterapkan oleh kepala ruang R1.

Kata Kunci: Gaya Kepemimpinan

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**ANALYSIS OF LEADERSHIP'S STYLE OF TREATMENT ROOM'S
CHIEF IN INTERNAL DISEASE'S ROOM IN RSUD PANEMBAHAN
SENOPATI BANTUL YOGYAKARTA 2016**

ABSTRACT

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Background: Leadership, in application of organization management depends on how the leadership style of in-charged nurse is. Chief of treatment room can use specific leadership style, depends on the working-environment, which can be done by put attention on staffs or subordinates' characteristics, characteristics of organization, and also working-environment characteristics to influence other nurses that has been under controlled by the chief of the room.

Objective: This research aims to analyze the leadership style of chief of treatment room in internal disease's room in RSUD Panembahan Senopati Bantul.

Method: This research used qualitative method, which used case study's plan with descriptive analysis. Sources of the research were chief of the treatment room's chief and in-charged nurses. Sampling was done by purposive sample. The instruments used for the research were in-depth interview, which was done by electronic voice recorder, and notebook.

Results: Chief of Room R1 applied three leadership's styles; authoritarian, democratic, and control-free. Chief of room R2 and R3 applied democratic style of leadership, there were five themes of those three leadership's style.

Conclusion: Based on the research that had been done in three internal diseases' rooms in RSUD Panembahan Senopati Bantul, it could be concluded that there was authoritarian style of leadership with a theme, which was the chief decided which styles that should be applied by R1's chief. Three chiefs' of the room applied democratic style of leadership, and there were three themes about togetherness of the leader and subordinate and two-ways communication. While comfortable theme was applied only by R3's chief. Free-control style of leadership only has one theme, it was individual responsibility which was applied by R1's chief.

Kata Kunci: Leadership's style

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