

ABSTRAK

ANALISIS PENGARUH GAYA KEPEMIMPINAN KEPALA RUANGAN TERHADAP KINERJA DAN *QUALITY OF NURSING WORK LIFE* (QNWL) PERAWAT PELAKSANA DI RSUD SIMPANG LIMA GUMUL KABUPATEN KEDIRI

Yunius Pambudi, Yenny Puspitasari
Universitas Strada Indonesia

Keberhasilan rumah sakit ditentukan oleh gaya kepemimpinan. Gaya kepemimpinan secara langsung maupun tidak langsung mempunyai pengaruh yang positif terhadap peningkatan produktivitas kinerja dan *quality of nursing work life* (QNWL) karyawan. Tujuan penelitian ini yaitu mengetahui analisis pengaruh gaya kepemimpinan kepala ruangan terhadap kinerja dan *quality of nursing work life* (QNWL) perawat pelaksana di RSUD Simpang Lima Gumul Kabupaten Kediri.

Desain penelitian ini adalah desain penelitian *cross sectional*. Populasi penelitian ini adalah semua perawat rawat inap kelas 2 dan 3 di RSUD Simpang Lima Gumul Kabupaten Kediri yaitu sebesar 62 responden. Sampel penelitian ini adalah sebagian perawat di RSUD Simpang Lima Gumul Kabupaten Kediri sebesar 52 responden, penentuan sampel menggunakan *proportional random sampling*. Variabel independent yaitu gaya kepemimpinan, sedangkan variabel dependen kinerja dan *quality of nursing work life* (QNWL). Data variabel dikumpulkan menggunakan kuesioner.

Hasil penelitian menunjukkan bahwa sebagian besar gaya kepemimpinan demokratik dengan kinerja perawat menunjukkan kinerja dalam kategori cukup yakni 18 responden (62,0%) dengan *quality of nursing work life* (QNWL) juga menunjukkan *quality of nursing work life* (QNWL) dalam kategori cukup sebesar 22 responden (66,6%). Gaya kepemimpinan mempengaruhi kinerja perawat ($p=0,002$) dan gaya kepemimpinan mempengaruhi *quality of nursing work life* (QNWL) ($p=0,000$), nilai koefisien korelasi 0,429 dan 0,491 yang termasuk korelasi cukup kuat atau mempunyai pengaruh yang cukup kuat.

Gaya kepemimpinan memiliki pengaruh yang signifikan terhadap kinerja dan *quality of nursing work life* (QNWL) perawat. Gaya kepemimpinan akan berdampak pada kualitas pelayanan rumah sakit. Penelitian selanjutnya dapat menganalisis lebih lanjut tentang faktor – faktor lain yang mempengaruhi kinerja dan *quality of nursing work life* (QNWL) pelaksana perawat.

Kata kunci : Gaya kepemimpinan, kinerja, *quality of nursing work life* (QNWL), perawat

ABSTRACT

ANALYSIS OF THE INFLUENCE OF HEAD OF ROOM LEADERSHIP STYLE ON THE PERFORMANCE AND QUALITY OF NURSING WORK LIFE (QNWL) OF NURSES IN RSUD SIMPANG LIMA GUMUL KEDIRI

Yunius Pambudi, Yenny Puspitasari
Universitas Strada Indonesia

Hospital success is determined by leadership style. Leadership style directly or indirectly has a positive influence on increasing employee performance productivity and quality of nursing work life (QNWL). The aim of this research is to determine the analysis of the influence of the leadership style of the head of the room on the performance and quality of nursing work life (QNWL) of implementing nurses at RSUD Simpang Lima Gumul, Kediri Regency.

The design of this research is *cross sectional*. The population is all class 2 and 3 inpatient nurses was 62 nurses at RSUD Simpang Lima Gumul. The sample for this research was 52 nurses at RSUD Simpang Lima Gumul, the sample was determined using proportional random sampling. The independent variable is leadership style, while the dependent variable is performance and quality of nursing work life (QNWL). Variable data was collected using a questionnaire.

The results most of the democratic leadership style with the performance of nurses showed performance in the sufficient category, namely 18 respondents (62,0%) with quality of nursing work life (QNWL) in the sufficient category, namely 22 respondents (66,6%). The research show that leadership style influences nurse performance ($p=0.002$) and leadership style influences quality of nursing work life (QNWL) ($p=0.000$), the correlation coefficient values are 0.429 and 0.491 which are quite strong correlations or have quite a strong influence.

Leadership style has a significant influence on the performance and quality of nursing work life (QNWL) of nurses. Leadership style will have an impact on the quality of hospital services. Future research can further analyze other factors that influence the performance and quality of nursing work life (QNWL) of nurses.

Key words : Leadership style, performance, quality of nursing work life (QNWL), nurses