Influence of Transformational Leadership Style and Organization Citizen Behavior (OCB) on Nurse Performance at Cancer Hospital "Dharmais"

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ABSTRACT

This study aims to explain and prove empirically the influence of transformational leadership style and Organization Citizen Behavior (OCB) to performance. The subject of this research is a nurse at Cancer Hospital "Dharmais" with one short study time horizon of 200 people. Sampling technique using proportional sampling with slovin method. The unit of analysis uses binary logistic regression.

The research findings: In the transformational leadership style, the indicators that have a significant effect on the performance are on the inspirational motivation and intelectual stimulation dimension with each value of P Value ≤ 0.005 and the Organization Citizen Behavior (OCB) the behavior of the nurses on the performance is obtained, on the dimensions of Concientiousness, Courtessy and Sportmanship with each value of P Value ≤ 0.005.

The multivariate analysis of regressilogistic binary-related relative variables with performance are motivational leadership while OCB sportsmanship and conscientious as variable counfounding. The Odds Ratio (OR) analysis of the sportsmanship dimension is 5,345 means that sportsmanship has an impact on 5 times more than the conscientiousness and motivation.

Keywords: Transformational leadership style, Organizational citizenship behavior (OCB), and nurse performance.

Pengaruh Gaya Kepemimpinan Transformasional dan Organization Citizen Behavior (OCB) terhadap Kinerja Perawat di Rumah Sakit Kanker "Dharmais"

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ABSTRAK

Penelitian ini bertujuan untuk menjelaskan dan membuktikan secara empiris pengaruh gaya kepemimpinan transformasional dan Organization Citizen Behavior (OCB) terhadap kinerja. Subjek penelitiaan ini adalah perawat di Rumah Sakit Kanker "Dharmais" dengan horison waktu one short study sebanyak 200 orang. Tehnik pengambilan sampel menggunakan sampling proposional dengan metode slovin. Unit analisis menggunakan regresi logistik binary.

Adapun temuan penelitian : Pada gaya kepemimpinan transformasional, indikator yang berpengaruh signifikan terhadap kinerja adalah pada dimensi inspirasional motivation dan intelectual stimulation dengan masing- masing nilai P Value ≤ 0.005 dan pada Organization Citizen Behavior (OCB) prilaku perawat terhadap kinerja didapatkan, indikator yang berpengaruh signifikan pada dimensi Concientiousness, Courtessy dan Sportmanship dengan masing- masing nilai P Value ≤ 0.005.

Dari analisis multivariat regresi logistic binary ternyata variable yang berhubungan bermakna dengan kinerja adalah gaya kepemimpinan motivation sedangkan OCB sportsmanship dan conscientious sebagai variable counfounding. Hasil analisis Odds Ratio (OR) dari dimensi sportsmanship adalah 5,345 artinya sportsmanship mempunyai pengaruh terhadap kinerja sebesar 5 kali lebih besar dibandingkan conscientiousness dan motivation.

***Kata kunci :*Gaya kepemimpinan *transformasional,Organizational citizenship behavior* (OCB) *,* dan kinerja perawat.**