

ABSTRAK

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Judul : Pengaruh Gaya Kepemimpinan Transformasional dan Motivasi terhadap Kepuasan Kerja dan Kinerja Perawat

Perawat merupakan aset bagi rumah sakit, karena sumber daya manusia terbesar dalam pelayanan kesehatan di rumah sakit diduduki oleh tenaga perawat, proporsi jumlah perawat di antara SDM lainnya yang di dayagunakan di fasilitas layanan kesehatan, dari enam tenaga kesehatan jumlah tenaga perawat adalah yang terbesar mencapai 49% dan perawat yang di daya gunakan di rumah sakit 58,26% (Kemenkes RI, 2016). Segingga kinerja perawat harus di perhatikan, faktor yang mempengaruhi kinerja adalah gaya kepemimpinan, motivasi dan kepuasan kerja. Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan trasformasional dan motivasi terhadap kepuasan kerja dan kinerja perawat. Sampel 172 responden, metode penelitian yang digunakan adalah metode kuantitatif dan penelitian ini tekhnik analisis yang digunakan adalah *Structural Equation Model (SEM)* yang dioperasikan melalui program lisrel. Hasil penelitian membuktikan bahwa gaya kepemimpinan transformasional dan motivasi berpengaruh positif signifikan terhadap kepuasan kerja dan kinerja, namun kepuasan kerja berpengaruh negative terhadap kinerja perawat dirumah sakit. Disimpulkan meningkatnya gaya kepemimpinan trasnformasional dan motivasi akan meningkatkan kepuasan kerja dan kinerja perawat, namun naik turunnya kinerja perawat tidak dipengaruhi kepuasan kerja.

Kata Kunci: Gaya kepemimpinan transformasional, motivasi, kepuasan kerja, kinerja perawat.

ABSTRACT

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Title : Influence of Transformational Leadership Style and Motivation of Nurse Satisfaction and Performance

Nurses are assets for hospitals, because the largest human resources in health care in hospitals are occupied by nurses, the proportion of nurses among other human resources employed in health care facilities, of the six health workers the number of nurses is the largest reaching 49 % and nurses in hospital use 58.26% (Ministry of Health RI, 2016). So that the nurse's performance must be considered, the factors that influence performance are leadership style, motivation and job satisfaction. This study aims to determine the effect of transformational leadership style and motivation on job satisfaction and nurse performance. Samples of 172 respondents, the research method used is a quantitative method and this research analysis technique used is Structural Equation Model (SEM) which is operated through the lisrel program. The results of the study prove that transformational leadership and motivation have a significant positive effect on job satisfaction and performance, but job satisfaction has a negative effect on the performance of nurses in the hospital. It was concluded that the increasing transformational leadership style and motivation will increase job satisfaction and nurse performance, but the rise and fall of nurse performance is not affected by job satisfaction.

Keywords: Transformational leadership style, motivation, job satisfaction, nurse performance.