

Transformational Leadership Style further improves the psychology of emergency room health personnel at Siloam Kebun Jeruk Hospital

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Abstrack

During the Covid-19 pandemic, health workers were exhausted both physically and mentally. The emergency unit (UGD) is a unit that requires fast and correct handling, you can imagine the level of stress experienced by health workers in the ER, especially during the Covid-19 pandemic. The psychology of health workers is influenced by many things, including transformational leadership style, work environment, and community stigma. The purpose of this study was to analyze the influence of transformational leadership style, work environment, and community stigma on the psychogics of emergency room health workers at Siloam Kebun Jeruk Hospital during the Covid-19 pandemic both partially and simultaneously. This research method uses a mixed method research method that combines qualitative and quantitative research methods. The result of the research states that transformational leadership style has a significant positive effect on the psychology of health workers, the work environment has no effect on the psychology of health workers, the stigma of society has no effect on the psychology of health workers. Transformational leadership style, work environment, and community stigma influence the psychology of health workers. The implication of this research is that UGD leaders are advised to listen to ideas, motivation, direction in meetings or briefings. A conducive work environment at Siloan Hospital. Citrus orchards can improve the psychological level of emergency room health workers. The stigma of society is negative for the psychology of health workers because of their dedication and professional value. Their commitment to health services has not wavered even during the pandemic, but the hospital strives for psychological safety for health workers with other factors.

Keywords: Transformational Leadership Style, Work Environment, Community Stigma, Psychological of medical staffs.

Gaya Kepemimpinan Transformasional lebih Meningkatkan Psikologis Tenaga Kesehatan UGD Rumah Sakit Siloam Kebun Jeruk

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Abstrak

Pada masa pandemik covid-19 tenaga kesehatan mengalami kelelahan baik fisik maupun mental. Unit Gawat darurat (UGD) merupakan unit yang memerlukan penanganan yang cepat dan benar, sudah dapat dibayangkan bagaimana tingkat stres yang dialami para tenaga kesehatan di UGD apalagi di masa pandemik *covid-19*. Psikologis tenaga kesehatan dipengaruhi oleh banyak hal, di antara lainnya gaya kepemimpinan transformasional, lingkungan kerja, dan stigma masyarakat. **Tujuan** dari penelitian ini untuk menganalisa pengaruh gaya kepemimpinan transformasional, lingkungan kerja, dan stigma masyarakat terhadap psikologis tenaga kesehatan UGD di Rumah Sakit Siloam Kebun Jeruk pada masa pandemik covid-19 baik secara parsial maupun simultan. **Metode** penelitian ini menggunakan metode penelitian kombinasi (mixed method) yang menggabungkan metode penelitian kualitatif dan kuantitatif. **Hasil** penelitian menyebutkan bahwa gaya kepemimpinan transformasional berpengaruh positif signifikan terhadap psikologis tenaga kesehatan, lingkungan kerja tidak berpengaruh terhadap psikologis tenaga kesehatan, stigma masyarakat tidak berpengaruh terhadap psikologis tenaga kesehatan. Gaya kepemimpinan transformasional, lingkungan kerja, dan stigma masyarakat secara bersama-sama berpengaruh terhadap psikologi tenaga kesehatan. **Implikasi** penelitian ini adalah pimpinan UGD disarankan untuk mendengarkan ide-ide, motivasi, pengarahan dalam rapat atau briefing. Lingkungan kerja kondusif di Rumah Sakit Siloam Kebun jeruk dapat meningkatkan meningkatkan psikologis tenaga kesehatan UGD. Stigma Masyarakat negatif terhadap psikologis tenaga kesehatan karena dedikasi dan nilai profesionalisme Komitmen mereka dalam pelayanan kesehatan tidak goyah walau di masa pandemik akan tetapi pihak rumah sakit mengupayakan keamanan bagi psikologis tenaga kesehatan dengan faktor-faktor lainnya.

Kata Kunci: Gaya Kepemimpinan Transformasional, Lingkungan Kerja, Stigma Masyarakat, Psikologis Tenaga Kesehatan