

**ANALISIS PENGARUH KEPEMIMPINAN, IKLIM ORGANISASI DAN
TINGKAT KEMATANGAN BUDAYA KESELAMATAN PASIEN
TERHADAP *WORK ENGAGEMENT* PERAWAT DI RS X**

ABSTRAK

Work engagement adalah merupakan perasaan positif, motivasi dan pekerjaan yang berhubungan dengan keadaan psikologis ditandai dengan semangat, dedikasi dan penghayatan. Tujuan penelitian adalah untuk menganalisis pengaruh kepemimpinan, iklim organisasi dan tingkat kematangan budaya keselamatan pasien secara simultan maupun masing-masing terhadap *work engagement* perawat. Penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian explanatoris causalitas. Teknik pengambilan data dengan kuesioner dan diuji menggunakan Analisis Regresi Linier Berganda. Berdasarkan hasil penelitian diatas dapat dirangkum bahwa membenarkan teori Schaufeli dan Bakker (2004) dengan variabel kepemimpinan, iklim organisasi dan tingkat kematangan budaya keselamatan pasien berpengaruh terhadap *work engagement* secara simultan. Namun, kepemimpinan berpengaruh secara parsial terhadap *work engagement* sedangkan iklim organisasi dan tingkat kematangan budaya keselamatan pasien tidak berpengaruh terhadap *work engagement*.

Kata kunci: Kepemimpinan, Iklim Organisasi, *Work Engagement*, Tingkat kematangan budaya keselamatan pasien

ANALYSIS OF THE EFFECT OF LEADERSHIP, ORGANIZATIONAL CLIMATE AND
MATURITY LEVELS OF PATIENT SAFETY CULTURE ON NURSES WORK
ENGAGEMENT AT HOSPITAL X

ABSTRACT

Work engagement is a positive feeling, motivation and work related psychological state characterized by enthusiasm, dedication and appreciation. The purpose of the study was to analyze the influence of leadership, organizational climate, and the level of improvement in patient safety culture simultaneously and on each nurse's work involvement. This study uses a quantitative approach with an explanatory causality research design. The data collection technique was using a questionnaire and tested using Multiple Linear Regression Analysis. Based on the research above, it can be summarized that the theory of Schaufeli and Bakker (2004) with the variables of leadership, organizational climate and the level of improvement in safety culture affect work involvement simultaneously. However, leadership has a partial effect on work involvement and organizational climate and the level of satisfaction of patient safety culture will not be affected by work involvement.

Keywords: Leadership, Organizational Climate, Work Engagement, Patient Safety Culture Maturity Level