

ABSTRAK

Nama : Nisa Rafilda Khafidah
Program Studi : S1 Manajemen Informasi Kesehatan
Judul : Pengaruh Gaya Kepemimpinan Transformasional dan Transaksional Terhadap Kepuasan Kerja Petugas Instalasi Rekam Medis dan Informasi Kesehatan di Rumah Sakit Jiwa Dr. Soeharto Heerdjan Jakarta

Kepuasan kerja dipengaruhi dari gaji, pekerjaan itu sendiri, promosi, rekan kerja, dan kepemimpinan. Pada aspek kepemimpinan terdapat dua variabel pengukuran yaitu gaya kepemimpinan transformasional dan transaksional. Gaya kepemimpinan transformasional dinilai dari pengaruh ideal, pertimbangan individual, motivasi inspirasional, dan stimulasi intelektual. Gaya kepemimpinan transaksional dinilai dari penghargaan, manajemen yang aktif, dan manajemen yang tidak aktif. Sedangkan kepuasan kerja petugas dinilai dari pekerjaan itu sendiri, gaji, promosi, sikap dari pimpinan, dan rekan kerja. Berdasarkan penelitian awal yang dilakukan peneliti diketahui bahwa sikap pimpinan dinilai sudah baik dan cukup demokratis namun masih kurang memperhatikan proses kerja yang dilakukan petugas, maka dari itu perlu dilakukan analisis kepuasan kerja yang dipengaruh oleh gaya kepemimpinan. Tujuan dari penelitian ini untuk mengetahui pengaruh gaya kepemimpinan transformasional dan transaksional terhadap kepuasan kerja petugas instalasi rekam medis dan informasi kesehatan di Rumah Sakit Jiwa Dr. Soeharto Heerdjan Jakarta. Jenis penelitian ini adalah penelitian kuantitatif dengan metode *cross sectional* dan desain penelitian deskriptif analitik. Populasi penelitian ini adalah seluruh sampel penelitian yang berjumlah 23 responden. Pengumpulan data menggunakan kuesioner, analisis data regresi linear berganda. Hasil penelitian diketahui ada pengaruh kepuasan kerja petugas terhadap gaya kepemimpinan transformasional dan transaksional. Hasil uji regresi linear berganda diperoleh bahwa gaya kepemimpinan transformasional dan transaksional mempengaruhi kepuasan kerja petugas dengan nilai p-value sebesar $0,001 < 0,05$ sehingga diperoleh persamaan regresi yaitu: Nilai (a) = 11,695 dan nilai koefisien regresi (b_1) = 0,743 dan koefisien regresi (b_2) = 0,371. ($Y = a + b_1.X_1 + b_2.X_2$), Kepuasan Kerja Petugas = 11,695 + 0,743 (gaya kepemimpinan transformasional) + 0,371 (gaya kepemimpinan transaksional).

Kata kunci : Gaya Kepemimpinan Transformasional, Gaya Kepemimpinan Transaksional, dan Kepuasan Kerja.

ABSTRACT

Name : Nisa Rafilda Khafidah
Study Program : S1 Health Information Management
Title : Effects of Transformational and Transactional Leadership Styles towards Work Satisfaction of Installation Officers Medical Records and Health Information at the Psychiatric Hospital Dr. Soeharto Heerdjan Jakarta

Job satisfaction is influenced by salary, the job itself, promotion, coworkers, and leadership. In the aspect of leadership there are two measurement variables namely transformational and transactional leadership styles. Transformational leadership style is assessed from the ideal influence, individual consideration, inspirational motivation, and intellectual stimulation. Transactional leadership style is judged by appreciation, active management, and inactive management. While the job satisfaction of officers is assessed from the job itself, salary, promotion, attitude from the leadership, and coworkers. Based on preliminary research conducted by researchers, it is known that the attitude of the leadership is considered to be good and democratic enough but still does not pay much attention to the work processes carried out by officers, therefore it is necessary to analyze job satisfaction that is influenced by the leadership style. The purpose of this study was to determine the effect of transformational and transactional leadership styles on job satisfaction of medical record installation officers and health information at Dr. Psychiatric Hospital Suharto Heerdjan Jakarta. This type of research is quantitative research with cross sectional method and descriptive analytic research design. The population of this study is the entire study sample, amounting to 23 respondents. Data collection using a questionnaire, multiple linear regression data analysis. The results of the study note that there is an influence of job satisfaction of officers on transformational and transactional leadership styles. The results of multiple linear regression tests obtained that the transformational and transactional leadership styles affect the job satisfaction of officers with a p-value of $0.001 < 0.05$ so that the regression equation is obtained: Value (a) = 11,695 and the value of the regression coefficient (b1) = 0.743 and the regression coefficient (b2) = 0.371. ($Y = a + b1.X1 + b2.X2$), Employee Job Satisfaction = $11,695 + 0.743$ (transformational leadership style) + 0.371 (transactional leadership style).

Keywords: Transformational Leadership Style, Transactional Leadership Style, Job Satisfaction.