

DAFTAR PUSTAKA

- AONL, A. O. for N. L. (2023). *Nurse Manager Competencies*. 8.
- Arnold, D., & Fleshman, J. W. (2020). Leadership in the Setting of the Operating Room Surgical Team. *Clinics in Colon and Rectal Surgery*, 33(04), 191–194. <https://doi.org/10.1055/s-0040-1709442>
- Berg, J. T., Matese, T., Cardriche, D. A., & Hotwagner, D. (2024). Well-Being and Leadership Within the Emergency Department. *HCA Healthcare Journal of Medicine*, 5(3). <https://doi.org/10.36518/2689-0216.1781>
- Bono, H. R., & Caramanica, L. (2025). The Business of Health Care. *Nurse Leader*, 23(6), 102483. <https://doi.org/10.1016/j.mnl.2025.102483>
- Brown-DeVeaux, D., Nolasco, Z., Rodney, P., & Agatep, J. (2025). Leading the Way. *Nurse Leader*, 23(4), 102443. <https://doi.org/10.1016/j.mnl.2025.102443>
- Chin, M., Balang, R. V., Wider, W., Tanucan, J. C. M., Sim, H. Y., & Janjuy, C. (2024). Leadership competencies and managerial competencies of nurse managers in Kuala Lumpur Hospital, Malaysia. *Jurnal Ners*, 19(3), 292–301. <https://doi.org/10.20473/jn.v19i3.49986>
- Cummings, G. G., Lee, S., Tate, K., Penconek, T., Micaroni, S. P. M., Paananen, T., & Chatterjee, G. E. (2021). The essentials of nursing leadership: A systematic review of factors and educational interventions influencing nursing leadership. *International Journal of Nursing Studies*, 115, 103842. <https://doi.org/10.1016/j.ijnurstu.2020.103842>
- Daly, J., Jackson, D., Mannix, J., Davidson, P., & Hutchinson, M. (2014). The importance of clinical leadership in the hospital setting. *Journal of Healthcare Leadership*, 75. <https://doi.org/10.2147/JHL.S46161>
- Ditjen Yankes. (2025). *Rekap RS Per Pemilik (Nasional)*. Kemenkes. https://sirs.kemkes.go.id/fo/home/dashboard_rs?id=0
- Doherty, J. (2014). *Leadership from 'below: 'clinical staff and public hospitals in South Africa*. https://www.researchgate.net/publication/280553868_Leadership_from_'below'_clinical_staff_and_public_hospitals_in_South_Africa
- Foley, S. M. (2025). Nurse Leader as Entrepreneur. *Nurse Leader*, 23(4), 102427. <https://doi.org/10.1016/j.mnl.2025.03.011>
- Gavin, M. (2019, October 31). *Leadership vs Management: What's the Difference*.
- Grubaugh, M. L., Warshawsky, N., & Tarasenko, L. M. (2023). Reframing the Nurse Manager Role to Improve Retention. *Nurse Leader*, 21(2), 195–201. <https://doi.org/10.1016/j.mnl.2022.12.013>
- Guibert-Lacasa, C., & Vázquez-Calatayud, M. (2022). Nurses' clinical leadership in the hospital setting: A systematic review. *Journal of Nursing Management*, 30(4), 913–925. <https://doi.org/10.1111/jonm.13570>
- Gunawan, J., Aunguroch, Y., Fisher, M. L., Marzilli, C., Nazliansyah, & Hastuti, E. (2023). Refining core competencies of first-line nurse managers in the hospital context: A qualitative study. *International Journal of Nursing Sciences*, 10(4), 492–502. <https://doi.org/10.1016/j.ijnss.2023.08.001>
- Gunawan, J., Aunguroch, Y., Fisher, M. L., & McDaniel, A. M. (2019). Development and Psychometric Properties of Managerial Competence

- Scale for First-Line Nurse Managers in Indonesia. *SAGE Open Nursing*, 5, 2377960819831468. <https://doi.org/10.1177/2377960819831468>
- Gunawan, J., Aunguroch, Y., Fisher, M. L., McDaniel, A. M., & Marzilli, C. (2020). Managerial Competence of First-Line Nurse Managers in Public Hospitals in Indonesia. *Journal of Multidisciplinary Healthcare, Volume 13*, 1017–1025. <https://doi.org/10.2147/JMDH.S269150>
- How to Become a More Effective Leader. (n.d.). In *Harvard Business School Online*.
- Keller, R., & Zavotsky, K. E. (2023). The Nurse Manager Role of Yesterday, Today, and Tomorrow: A Qualitative Study in an Academic Health System. *Nurse Leader*, 21(3), e28–e34. <https://doi.org/10.1016/j.mnl.2022.10.006>
- Kester, K. M., Engel, J., Lindsay, M., Fuchs, M. A., & Granger, B. B. (2024). Nurse Manager Competencies Associated with Business Skills and Principles Are Compromising Stability of the Workforce. *Nurse Leader*, 22(5), 582–587. <https://doi.org/10.1016/j.mnl.2023.12.014>
- Khan, H., Rehmat, M., Butt, T. H., Farooqi, S., & Asim, J. (2020). Impact of transformational leadership on work performance, burnout and social loafing: A mediation model. *Future Business Journal*, 6(1), 40. <https://doi.org/10.1186/s43093-020-00043-8>
- Kidholm, K., Ølholm, A. M., Birk-Olsen, M., Cicchetti, A., Fure, B., Halmesmäki, E., Kahveci, R., Kiivet, R.-A., Wasserfallen, J.-B., Wild, C., & Sampietro-Colom, L. (2015). Hospital managers' need for information in decision-making – An interview study in nine European countries. *Health Policy*, 119(11), 1424–1432. <https://doi.org/10.1016/j.healthpol.2015.08.011>
- Kusakli, B. Y., & Sönmez, B. (2024). The effect of problem-solving and decision-making education on problem-solving and decision-making skills of nurse managers: A randomized controlled trial. *Nurse Education in Practice*, 79, 104063. <https://doi.org/10.1016/j.nepr.2024.104063>
- Matthews, E., Alston, L., Fitzpatrick, S., Peed, B., & McComiskey, C. (2023). Nurse Practitioner/Physician Assistant Leader Rounds Can Improve Patient Satisfaction Scores. *The Journal for Nurse Practitioners*, 19(7), 104651. <https://doi.org/10.1016/j.nurpra.2023.104651>
- Maurya, C. D., & Sharma, A. K. (2017). The Role of Managerial Skills in Success of an Organization. *International Journal of Research in Commerce & Management*, 8(6), 12–14.
- Miles, M. B., Huberman, A. M., & Saldaña, J. (2014). *Qualitative data analysis: A methods sourcebook* (Edition 3). Sage.
- Mrayyan, M. T., Algunmeeyn, A., Abunab, H. Y., Kutah, O. A., Alfayoumi, I., & Khait, A. A. (2023). Attributes, skills and actions of clinical leadership in nursing as reported by hospital nurses: A cross-sectional study. *BMJ Leader*, 7(3), 203–211. <https://doi.org/10.1136/leader-2022-000672>
- Musdar, T. A., Kurniawati, J., Musdalipah, Mardiati, N., & Fitriah, R. (2023). *Manajemen Farmasi Rumah Sakit* (1st ed.). PT. GLOBAL EKSEKUTIF TEKNOLOGI.

- Oyefeso, A. I. (2009). *Leadership Styles and Leadership Effectiveness of Outpatient Physical Therapy Clinic Managers*.
- Paarima, Y., Kwashie, A. A., & Ofei, A. M. A. (2021). Financial management skills of nurse managers in the Eastern Region of Ghana. *International Journal of Africa Nursing Sciences*, 14, 100269. <https://doi.org/10.1016/j.ijans.2020.100269>
- Penconek, T., Tate, K., Bernardes, A., Lee, S., Micaroni, S. P. M., Balsanelli, A. P., De Moura, A. A., & Cummings, G. G. (2021). Determinants of nurse manager job satisfaction: A systematic review. *International Journal of Nursing Studies*, 118, 103906. <https://doi.org/10.1016/j.ijnurstu.2021.103906>
- Permenkes Nomor 26 Tahun 2022. (n.d.).
- Rusli, R. (2016). *Farmasi Rumah Sakit dan Klinik* (1st ed.). Pusdik SDM Kesehatan Kemenkes.
- Safitri, K., & Damarjati Danu. (2025, July 16). Menkes Tak Mau Hambat RS Swasta: Nyatanya Swasta Lebih Besar dari Pemerintah Sumber: *Kompas.Com*. <https://nasional.kompas.com/read/2025/07/16/13022951/menkes-tak-mau-hambat-rs-swasta-nyatanya-swasta-lebih-besar-dari-pemerintah>
- Scott, C., Kuhn, L., & Moss, C. (2025). Nurses' perceptions of clinical leadership in the emergency department: A qualitative descriptive study. *International Emergency Nursing*, 79, 101586. <https://doi.org/10.1016/j.ienj.2025.101586>
- Stanley, D., Bennett, C. L., & James, A. H. (Eds.). (2022). Front Matter. In *Clinical Leadership in Nursing and Healthcare* (1st ed.). Wiley. <https://doi.org/10.1002/9781119869375.fmatter>
- Suci, V. T., Susanti, E., & Azwita, S. N. (2023). Gambaran Fungsi Manajemen Kepala Ruangan di Ruang Rawat Inap. *Menara Medika*, 5(2), 319–329. <https://doi.org/10.31869/mm.v5i2.3843>
- Tarver, C., Caiazza, S., & Altomare, A. (2023). HARP®: An Innovative Nurse Leadership Professional Development Program Demonstrating Measurable Evidence-Based Outcomes. *Nurse Leader*, 21(4), 478–484. <https://doi.org/10.1016/j.mnl.2023.04.009>
- Tomei, B., Cicala, C., Spano, A., & Petruzzo, A. (2025). The Role of the Operating Room Manager According to Operating Room Directors: A Qualitative Content Analysis Study. *Infermieristica Journal*, 4(1), 41–55. <https://doi.org/10.36253/if-3078>
- Van Schijndel, R., & Burchardi, H. (2007). Bench-to-bedside review: Leadership and conflict management in the intensive care unit. *Critical Care*, 11(6), 234. <https://doi.org/10.1186/cc6108>
- Williams, J., & Shaw, H. (2019). *PSDP-Resources and Tools: Situational Leadership*. Practice Supervisor Development Programme.
- Wirawan, W., Hakimi, M., & Hasanbasri, M. (2015). Peran Serta Rumah Sakit Swasta dalam Program Kesehatan Ibu dan Anak Studi Kasus di Rumah Sakit Islam Yogyakarta PDHI. *Jurnal Kebijakan Kesehatan Indonesia*, 04(01), 32–36.

- Yin, R. K. (2009). *Case Study Research Design and Methods* (4th ed., Vol. 5). SAGE Publications, Inc.
- Yu, H., Aiken, L. H., Grischott, L. J., Davidson, C. L., Vnenchak, K., Pearl, C., Beatty, D., Golinelli, D., & Lasater, K. B. (2025). Differences in hospital staff nurses' and nurse leaders' assessments of the work environment and patient safety are associated with staff nurse burnout. *Nursing Outlook*, 73(6), 102548. <https://doi.org/10.1016/j.outlook.2025.102548>