UNIVERSITAS GADJAH MADA
Hubungan Authentic Leadership Manajer Perawat Terhadap Kepuasan Kerja dan Kinerja Perawat Pelaksana di Rumah Sakit Nasional Timor-Leste
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ABSTRAK

Latar belakang: Perawat merupakan tenaga kesehatan inti yang kepuasan dan kinerjanya sangat bergantung pada authentic leadership manajer melalui pendekatan yang jujur, transparan, kesadaran diri dan nilai moral dalam kepemimpinan.
Tujuan: Mengetahui hubungan *authentic leadership* manajer perawat dengan kepuasan kerja dan kinerja perawat pelaksana di Rumah Sakit Nasional Guido Valadares, Timor-Leste, serta mengidentifikasi faktor-faktor yang berhubungan dengan kepuasan kerja dan kinerja perawat pelaksana.
Metode: Menggunakan desain kuantitatif korelasional dengan pendekatan *cross-sectional*. Populasi 404 perawat pelaksana, dengan sampel 202 responden yang dipilih menggunakan teknik *proportionate stratified sampling* dengan pendekatan *convenience sampling*. Instrumen penelitian meliputi *Authentic Leadership Questionnaire* (ALQ), *McCloskey/Mueller Satisfaction Scale* (MMSS), dan *Employee Performance Evaluationins/Performance Appraisal System* (EPEI/PAS)
Hasil: Menunjukkan terdapat hubungan positif dan signifikan antara authentic leadership dengan kepuasan kerja ($p < 0,001$) dan kinerja perawat pelaksana ($p = 0,001$). Faktor yang berhubungan signifikan dengan kepuasan kerja adalah partisipasi dalam pengambilan keputusan ($p = 0,021$), gaji dan tunjangan ($p = 0,002$), pengakuan dan penghargaan ($p = 0,024$), serta kesempatan pengembangan karier ($p = 0,026$). Dukungan dari atasan dan hubungan dengan teman kerja tidak berhubungan signifikan dengan kepuasan kerja. Faktor yang berhubungan signifikan dengan kinerja adalah kepuasan kerja ($p = 0,003$), sedangkan pengalaman kerja, pengakuan dan penghargaan, serta kesempatan pengembangan karier tidak berhubungan signifikan.
Kesimpulan: Temuan penelitian menegaskan bahwa *authentic leadership* manajer perawat berperan penting dalam meningkatkan kepuasan kerja, yang pada gilirannya memengaruhi kinerja perawat pelaksana. Hasil memberikan implikasi bagi manajemen rumah sakit dalam merancang program pengembangan kepemimpinan, strategi peningkatan kesejahteraan, serta upaya perbaikan kinerja perawat.
Kata kunci: *authentic leadership*, kepuasan kerja, kinerja perawat, manajer perawat, Timor-Leste.

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ABSTRACK

Background: Nurses are core healthcare workers whose job satisfaction and performance are highly influenced by authentic leadership, a leadership style characterized by honesty, transparency, self-awareness, and strong moral values.
Objective: This study aimed to determine the relationship between nurse managers' authentic leadership and nurses' job satisfaction and performance at Guido Valadares National Hospital (HNGV), Timor-Leste, and to identify the factors associated with these two outcomes.
Method: A quantitative correlational design with a cross-sectional approach was used. The population consisted of 404 nurses, from which 202 respondents were selected using proportionate stratified sampling, with convenience sampling applied within each stratum. The research instruments included the Authentic Leadership Questionnaire (ALQ), the McCloskey/Mueller Satisfaction Scale (MMSS), and the Employee Performance Evaluation Instrument/Performance Appraisal System (EPEI/PAS). Data were analysed using gamma correlation, Fisher's exact test, chi-square test, and logistic regression.
Results: A positive and significant relationship was found between authentic leadership and job satisfaction ($r = 0.577$, $p < 0.001$) and nurse performance ($r = 0.780$, $p = 0.001$). Factors significantly associated with job satisfaction were participation in decision-making ($p = 0.021$), salary and benefits ($p = 0.002$), recognition and rewards ($p = 0.024$), and career development opportunities ($p = 0.026$), while support from superiors and relationships with coworkers were not significant. The only factor significantly associated with performance was job satisfaction ($p = 0.003$); work experience, recognition and rewards, and career development opportunities were not significantly related. Multivariate analysis identified low authentic leadership ($\beta = -2.308$, $p < 0.001$) and unsuitable salary ($\beta = -0.848$, $p = 0.020$) as the dominant factors for job satisfaction, while job satisfaction ($\beta = -1.283$, $p = 0.039$) was the only dominant factor for performance authentic leadership lost its significance once job satisfaction was controlled for, indicating a mediating pathway.
Conclusion: The study findings confirm that authentic leadership among nurse managers significantly enhances job satisfaction, which subsequently mediates its effect on nurse performance. These results provide implications for hospital management in designing leadership development programs, improving nurse well-being, and enhancing nurse performance.
Keywords: *authentic leadership, job satisfaction, nurse performance, nurse managers, Timor-Leste.*