

INTISARI

Perawat adalah petugas kesehatan terbanyak di rumah sakit. Walaupun mempunyai peranan yang penting dalam pelayanan pasien, kepuasan kerja perawat masih rendah. Kepemimpinan adalah salah satu faktor yang menimbulkan kepuasan kerja perawat. Penelitian ini dilakukan untuk mengukur gaya kepemimpinan kepala ruangan menurut persepsi perawat pelaksana dengan tingkat kepuasan kerja perawat di ruang rawat inap dan ruang rawat khusus di sebuah rumah sakit. Jenis penelitian ini adalah penelitian analitik dengan desain penelitian *crosssectional*. Penelitian dilakukan di RSUD pada bulan Mei 2015. Subyek penelitian adalah 156 perawat pelaksana di ruangan rawat inap dan rawat khusus. Kuisioner terbagi menjadi tiga bagian, yaitu data demografi, kepuasan kerja menggunakan *Mueller-McCloskey Satisfaction Scale* dan gaya kepemimpinan menggunakan *Multiple Leadership Questionnaire 5x*. Status pernikahan, status pendidikan akhir dan jenis ruangan secara signifikan berpengaruh terhadap kepuasan kerja, dengan nilai p masing-masing 0,033, 0,010 dan 0,007. Gaya kepemimpinan transformasional secara bermakna memberikan kepuasan kerja empatkali lebih banyak dibandingkan dengan gaya kepemimpinan *passive avoidant* ($p=0.001$).

Ada hubungan antara gaya kepemimpinan kepala ruang dengan kepuasan kerja perawat. Manajemen rumah sakit perlu memberi perhatian terhadap gaya kepemimpinan keperawatan untuk meningkatkan kepuasan kerja perawat pelaksana

Kata kunci: gaya kepemimpinan kepala ruangan, kepuasan kerja perawat

ABSTRACT

Nurses are the biggest health personnel in the hospital. Despite their important role in providing services to patients, their job satisfaction is still low. Leadership is one of the factors affecting the nurses' job satisfaction. The research was conducted to measure the relationship between head nurse leadership style and nurses' job satisfaction in hospital wards. This study is an analytic research using *cross-sectional design*. This research was conducted in the District Hospital on May 2015. Subjects were 156 nurses who work in the general and special wards. Questionnaire was divided into 3 sections, demography variable, job satisfaction using *Mueller-McCloskey Satisfaction Scale* and leadership style using "*Multiple Leadership Questionnaire 5x*". Marital status, educational level, and type of ward have a significant relationship with job satisfaction with p value of 0.033, 0.010, and 0,007 respectively. Transformational leadership style also has a significant relationship to job satisfaction, providing four times greater job satisfaction compared to passive avoidant style ($p=0.01$). There is a relationship between head nurse' leadership style and nurse job satisfaction. Hospital management has to give serious attention on nursing leadership to enhance attending nurses' job satisfaction.

Key words: *leadership style of head nurses, nurse job satisfaction,*