

CHAPTER V
CONCLUDE, SUGGESTIONS AND
RESTRICTIONS OF RESEARCH

A. Conclusion

1. The skill of leadership used in a Private Hospital in Yogyakarta are communication, knowledge, solving problem, decision making, motivation, inspiration, also fundamental leadership skills include listening, sharing information, and supporting an esprit de corps. Effective listening is an active process that requires focus and deep attention. One must remain attuned to body language and tone that may communicate unspoken meaning.
2. Based results significant influence between transformational leadership style, effectiveness performance of hospital improve health services a Private Hospital Yogyakarta functioning transformational leadership function increase effectiveness of performance based on the leader's effort to provide motivation to improve achievement working as part of organization employees develop performance by jointly realize organizational goals. Results showed performance transformational leadership play important role in quality improvement health services also been key role development of skills of leader's doctors and nurses in the a Private Hospital Yogyakarta,

Leadership one most important skills hospitals process of interaction between leader staff influencing them positively toward achieving goals tasks organization effective improve health services in a Private Hospital Yogyakarta, The role of leadership in support Leaders should be able to influence and inspire others, develop strategies organize resources and empower staff for develop any organization special in hospital for improve health services. Namely the success of leadership begins with a vision that will be a mirror and a common goal, ability and skill in expressing clear practical transformational vision can answer (where are we going?) First thing important for us to implement Motivation.

3. Transformational leadership has dimensions charismatic, intellectual stimulus, individual consideration, source of inspiration and idealism, also it can be concluded that effective leadership is one of the most crucial factors that leaden organization towards success. Nowadays the key challenge for modern organization is to recognize the effects of strong leadership upon the health performance and success of the organization.

B. Recommendations

1. Leaders should be proactive and see the present as a springboard to achieve future aims and Skill management is essential in assessing competencies and skills of followers to determine and plan for changes in individual and team performances in a Private Hospital Yogyakarta While leadership skills can develop organically, if they are to be applied effectively they need to be focused. It is impractical to expect hospital to fund leadership training for all its nurses and doctor, but the skills can be refined through personal reflection and following the advice of experienced leaders.
2. The leaders must encourage employees to find new ways to work in accomplishing tasks.
3. The leaders must be more giving personal attention to each employee.
4. Based respondent's data and spirit and motivation of leader should be further improved in order to create morale employee to improve health services.

C. LIMITATIONS OF RESEARCH

1. This because most staff and administrators were busy, research needs long time because interviews limited

2. Limited the role transformational leadership plays to improve hospital health services were not explained detail, also research has been not yet presented in detail scale levels leadership and transformation leadership hospital.
3. The interview process sometimes disturbed by surrounding conditions.
4. In determining variables this study almost equal which were carried out by former researchers, without a great opportunity to study closely and A Private Hospital Yogyakarta used more than one style for leadership, this research limited and specific for one style.