

PENGARUH KEPEMIMPINAN TERHADAP MOTIVASI KERJA DAN DAMPAKNYA PADA KINERJA PERAWAT DI RUANG RAWAT INAP RSUD KABUPATEN PULAU MOROTAI

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ABSTRAK

Rumah sakit merupakan institusi yang melayani kesehatan perorangan secara paripurna. Oleh karena itu rumah sakit harus mampu mengelola sumber daya yang dimilikinya, agar dapat memberikan pelayanan yang berkualitas. Tujuan penelitian ini adalah untuk mengetahui pengaruh kepemimpinan kepala perawat terhadap motivasi kerja perawat serta dampaknya pada kinerja perawat.

Penelitian menggunakan kuantitatif. Subyek penelitian adalah perawat RSUD kabupaten pulau Morotai. Sampel sejumlah 60 responden diambil dengan metode *population sampling*. Pengumpulan data dilakukan dengan kuesioner dan wawancara. Teknik analisis kuantitatif dilakukan dengan analisis jalur. Pada pendekatan kualitatif dilakukan dengan teknik analisis deskriptif kualitatif.

Hasil penelitian menunjukkan bahwa 1) ada pengaruh positif kepemimpinan kepala perawat terhadap motivasi kerja perawat RSUD Kabupaten Pulau Morotai; 2) tidak ada pengaruh kepemimpinan kepala perawat terhadap kinerja perawat RSUD Kabupaten Pulau Morotai; 3) ada pengaruh positif motivasi kerja terhadap kinerja perawat RSUD Kabupaten Pulau Morotai. Selain itu, motivasi kerja terbukti mampu memediasi hubungan kepemimpinan kepala perawat terhadap kinerja perawat.

Kata Kunci: Kepemimpinan Kepala Perawat, Motivasi Kerja, Kinerja Perawat

**INFLUENCE OF LEADERSHIP TO WORK MOTIVATION AND ITS
IMPACT TO NURSING PERFORMANCE AT INPATIENT ROOM
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ABSTRACT

The hospital is an institution that serves individual health as a whole. Therefore the hospital must be able to manage its resources, in order to provide quality services. The purpose of this study was to the effect of the leadership to work motivation and the impact on nurse performance.

This study used a mixed method. Subjects were nurses at Morotai Island Regency Hospital. A sample of 60 respondents were taken by population sampling method. Data collection was carried out by questionnaire and interview. The Quantitative analysis technique was used path analysis. The qualitative approach is carried out with a qualitative descriptive analysis technique.

The results showed that 1) there was a positive influence on the leadership of the head nurse on the work motivation of nurses in Morotai Island Hospital; 2) there was no influence of the leadership of the head nurse on the performance of nurses at Pulau Morotai District Hospital; 3) there is a positive influence of work motivation on the performance of nurses at Morotai Island District Hospital. In addition, work motivation is proven to be able to mediate the relationship between the head nurse's leadership and the nurse's performance

Keywords: *Head Nurse Leadership, Work Motivation, Nurse Performance*