

## ABSTRAK

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**Pengaruh Persepsi Faktor – Faktor Kepemimpinan Kepala Ruang terhadap Kinerja Perawat dalam Pelayanan Keperawatan di RSUD R.A. Kartini Jepara  
xv + 137 halaman + 33 tabel + 7 gambar + 6 lampiran**

Kepala ruang rawat inap di RSUD R.A. Kartini Jepara selama ini belum melaksanakan tugasnya sesuai dengan *job description* yaitu membuat dokumen perencanaan pelaksanaan kegiatan sesuai dengan tugas seorang perawat serta mensupervisi atau mengevaluasi hasil kerja perawat. Penelitian ini bertujuan untuk mengetahui pengaruh faktor – faktor kepemimpinan kepala Ruang terhadap Kinerja Perawat dalam Pelayanan Keperawatan Di RSUD R.A. Kartini Jepara.

Jenis penelitian yang digunakan adalah *Explanatory Research*. Dengan pendekatan *cross sectional*. Populasi dalam penelitian ini adalah seluruh perawat yang bertugas di ruang rawat inap rumah sakit R.A Kartini Jepara sebanyak 185, sedangkan sampel penelitian berjumlah 126 perawat.

Hasil distribusi jawaban responden menunjukkan bahwa sebagian besar responden persentase kinerja baik (54%), Kompetensi tinggi dan kompetensi kurang masing-masing 50%, Disiplin rendah sebanyak 54,8%, komitmen rendah (54,8%), bertanggungjawab (52,4%), kesediaan mendengarkan (50,8%) dan sikap positif tinggi (52,4%). Berdasarkan hasil uji statistik bahwa tidak ada hubungan antara kompetensi kepala ruang dengan kinerja perawat ( $p = 0,074$ ), ada hubungan antara disiplin dengan kinerja perawat ( $p = 0,009$ ), ada hubungan antara komitmen dengan kinerja perawat ( $p = 0,002$ ), ada hubungan tanggung jawab dengan kinerja perawat ( $p = 0,001$ ), tidak ada hubungan kesediaan mendengarkan dengan kinerja perawat dengan nilai  $p$  value = 0,111 dan ada hubungan antara sikap positif dengan kinerja perawat ( $p = 0,008$ ). Hasil analisis multivariat menunjukkan bahwa tanggung jawab mempunyai resiko 3,45 kali lebih besar untuk terjadinya kinerja yang baik dalam pelayanan keperawatan dibandingkan dengan tanggung jawab yang kurang. Sedangkan disiplin kerja yang tinggi mempunyai resiko 2,603 kali lebih besar dalam menghasilkan kinerja yang baik dalam pelayanan keperawatan dibandingkan dengan mereka yang mempunyai disiplin kerja yang rendah.

Diharapkan rumah sakit selalu memantau kepala ruang dalam menjalankan tugas dan wewenangnya yang dilandasi oleh *job description* yang telah ditetapkan oleh rumah sakit dan memantau kepala ruang dalam menjalankan perannya dalam menjalankan manajemen di ruangan, baik peran interpersonal, informasional dan pengambil keputusan. Sedangkan kepala ruang diharapkan untuk menyediakan sarana dan prasarana yang memadai, mendisiplinkan perawat dalam melaksanakan pelayanan keperawatan agar Standar Asuhan Keperawatan dapat tercapai sesuai dengan standar.

Kata kunci : Kinerja Perawat, Kepemimpinan, Kepala Ruang  
Kepustakaan : 48, 1983 – 2009

## **ABSTRACT**

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**The Influence of Perception on Room Chief Leadership Factors towards Nurses Working Performance in Nursing Service at RA Kartini District General Hospital Jepara**  
**xv + 137 pages + 33 tables + 7 figures + 6 enclosures**

Chief of inpatient rooms of RA Kartini district general hospital Jepara had not performed his/her duties according to job descriptions which is to construct activities implementation planning document according to the nurse tasks and conducting supervision and evaluation on nurses working performance. The objective of this study was to know the influence of room chief leadership factors towards nurses working performance in nursing service at RA Kartini district general hospital Jepara.

This is an explanatory research using cross sectional approach. Population of this study was all 185 nurses working at inpatient room of RA Kartini district general hospital. The study samples were 126 nurses.

Results of respondents answer distribution showed that the majority of respondents were in good working performance (54%), equal percentage for respondents with high competency and low competency that was 50% each, lack of discipline (54.8%), lack of commitment (54.8%), responsible (52.4%), willing to listen to others (50.8%) and having high positive attitude (52.4%). Statistical tests indicated that there was no association between room chief competency and nurses working performance ( $p = 0.074$ ), an association between discipline and nurses working performance ( $p = 0.009$ ), an association between commitment and nurses working performance ( $p = 0.002$ ), an association between responsibility and nurses working performance ( $p = 0.001$ ), no association between willingness to listen to others and nurses working performance ( $p = 0.111$ ) and an association between positive attitude and nurses working performance ( $p = 0.008$ ). Result of multivariate analysis indicated that nurses with good perception on responsibility had risk of 3.45 times more to have good working performance in nursing service compared to those with lack perception on responsibility. Nurses with high perception on working discipline had risk of 2.603 times more to produce good working performance in nursing service compared to those with low working discipline.

It is expected that hospital monitors room chief in implementing his/her tasks and authorities based on the job description set by hospital and in implementing his/her roles in doing room management in both interpersonal or informational and in making decision. Room chief is expected to provide sufficient facilities, to discipline nurses in implementing nursing service in order to achieve the standard according the nursing service standard.

**Keywords** : Nurse performance, leaderships, room chief

**Bibliography** : 48, 1983 - 2009