

## **ABSTRAK**

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**Analisis Pengaruh Persepsi Kepemimpinan terhadap Kepuasan Kerja Perawat di Ruang Rawat Inap Psikiatri RSJD Prof. Dr. V.L. Ratumbusang Provinsi Sulawesi Utara**  
**xiv + 98 halaman + 15 tabel + 2 gambar + 11 lampiran**

Kepuasan kerja perawat di ruang rawat inap psikiatri RSJD Prof Dr. V.L. Ratumbusang Provinsi Sulawesi Utara masih rendah, terbukti dari banyaknya perawat yang terlambat, tidak masuk kerja dan pindah kerja. Selain itu juga terdapat keluhan-keluhan perawat seperti kurangnya perhatian dan pembayaran jasa pelayanan yang sering terlambat. Tujuan penelitian ini adalah menganalisis pengaruh persepsi perawat pada kepemimpinan terhadap kepuasan kerja perawat di ruang rawat inap psikiatri RSJD Prof Dr. V.L. Ratumbusang Provinsi Sulawesi Utara.

Penelitian ini bersifat kuantitatif, dilakukan dengan metode *observasional analitik* dengan pendekatan *cross sectional*. Populasi adalah semua perawat pelaksana di ruang rawat inap psikiatri RSJD Prof Dr. V.L. Ratumbusang Provinsi Sulawesi Utara sebanyak 87 orang. Subjek sejumlah 72 orang dipilih secara *purposive* dengan kriteria inklusi dan eksklusi. Variabel bebas adalah persepsi ketrampilan kepemimpinan, persepsi pola kepemimpinan, persepsi kekuatan posisi pemimpin dan variabel terikat adalah kepuasan kerja perawat. Pengumpulan data melalui wawancara menggunakan kuesioner terstruktur. Analisis yang digunakan uji *Chi-Square* dan regresi logistik.

Hasil penelitian menunjukkan rerata umur responden 38 tahun, rerata masa kerja 15 tahun dan sebagian besar responden berpendidikan D III keperawatan (56,9%), jenis kelamin perempuan (63,9%). Persepsi ketrampilan kepemimpinan kategori trampil (50%), persepsi pola kepemimpinan kategori baik (52,8%), persepsi kekuatan posisi pemimpin kategori lemah (51,4%), kepuasan kerja kategori puas (50%). Ada hubungan persepsi ketrampilan kepemimpinan ( $p=0,0001$ ), persepsi pola kepemimpinan ( $p=0,0001$ ), persepsi kekuatan posisi pemimpin ( $p=0,0001$ ) dengan kepuasan kerja. Ada pengaruh bersama-sama kekuatan posisi pimpinan ( $Exp.B=16,799$ ) dan pola kepemimpinan ( $Exp.B=3,284$ ) terhadap kepuasan kerja perawat.

Disarankan pimpinan tegas dalam memberi peringatan kepada perawat yang tidak disiplin dan pimpinan membuat jadwal dinas perawat pelaksana secara jelas dan sesuai peraturan.

Kata Kunci : Kepuasan kerja, Perawat, Kepemimpinan, Psikiatri  
Kepustakaan : 61 (2001-2012)

## ABSTRACT

**Yorina E. Meroekh**

**Analysis on the Influence of Perception Leadership to the Job Satisfaction of Nurses at Inpatient Unit of Prof. Dr. V. L. Ratumbusang Psychiatric Hospital Sulawesi Utara Province**

**xiv + 98 pages + 15 tables + 2 figures + 11 enclosures**

Work Satisfaction of nurses in the psychiatric inpatient room of RSJD (District Mental Hospital) Prof Dr. V.L. Ratumbusang North Sulawesi province was still unsatisfied. It was supported by the facts that many nurses came in late to work, did not work, or changed employment. In addition, many nurses complained regarding inadequate attention and late salary payment. Objective of this study was to analyze the influence of nurse's perception on the leadership toward work satisfaction of nurses in the psychiatric inpatient room of RSJD Prof Dr. V. L. Ratumbusang Province of North Sulawesi.

This was an observational-analytical and quantitative study with cross sectional approach. Study population was all 87 nurses working in the psychiatric inpatient room of RSJD Prof. Dr. V.L. Ratumbusang North Sulawesi province. Study subjects were 72 nurses who were selected purposively according to inclusion and exclusion criteria. Independent variables were perception on leadership skill, perception on leadership pattern, perception on the power of leader position. Dependent variable was work satisfaction of nurses. Data were collected through interview guided by structured questionnaire. Chi square test and logistic regression were applied in the data analysis.

Results of the study showed that average age of respondents was 38 years old, average period of work was 15 years old, the majority of respondent's level of education was DIII in nursing (56.9%), and the majority of respondents was female (63.9%). Perception on leadership skill was in the skilled category (50%), perception on leadership pattern was in good category (52.8%), perception on the power of leader position was in the weak category (51.4%), and work satisfaction was in the satisfactory category (50%). There were associations between work satisfaction and perception on leadership skill ( $p= 0.0001$ ), perception on leadership pattern ( $p= 0.0001$ ), perception on the power of leader position ( $p= 0.0001$ ). There were common influence of the power of leader position (Exp B= 16.799) and leadership pattern (Exp B= 3.284) toward work satisfaction of nurses.

It is suggested that the leader should be firm in giving warning to nurses who did not obey regulations, should make understandable work-schedule for nurses and it should be in line with the regulations.

Key words : work satisfaction, nurses, leadership, psychiatry

Bibliography : 61 (2001-2012)