

**SKRIPSI**

**HUBUNGAN GAYA KEPEMIMPINAN KEPALA RUANG  
DENGAN MOTIVASI KERJA PERAWAT DI RUANG  
PERAWATAN RSJD SURAKARTA**

Di Susun Guna Memperoleh Gelar Sarjana Keperawatan  
Dalam Program Studi Keperawatan  
Universitas Sahid Surakarta



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## ABSTRAK

### HUBUNGAN GAYA KEPEMIMPINAN KEPALA RUANG DENGAN MOTIVASI KERJA PERAWAT DI RUANG PERAWATAN RSJD SURAKARTA

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**Latar Belakang:** Gaya kepemimpinan dimaknai sebagai cara pimpinan untuk mempengaruhi orang lain atau bawahannya sehingga orang tersebut mau melakukan kehendak pimpinan untuk mencapai tujuan organisasi. Macam-macam gaya kepemimpinan terbagi menjadi 3 yaitu : otokratis, demokratis & *laissez-faire*. Motivasi kerja merupakan kondisi atau energi yang menggerakkan diri karyawan yang terarah untuk mencapai tujuan organisasi perusahaan. Motivasi kerja perawat dapat berubah karena dipengaruhi oleh beberapa faktor, salah satunya adalah gaya kepemimpinan dari seorang kepala ruang.

**Tujuan:** Mengetahui hubungan gaya kepemimpinan kepala ruang dengan motivasi kerja perawat di ruang perawatan RSJD Surakarta.

**Metode Penelitian:** Penelitian ini menggunakan pendekatan kuantitatif. Jenis penelitian adalah penelitian korelasional. Desain penelitian menggunakan desain *cross sectional*. Sampel penelitian sebanyak 71 responden dengan teknik *proportionate stratified random sampling*. Penelitian menggunakan instrumen kuesioner gaya kepemimpinan untuk mengetahui model gaya kepemimpinan kepala ruang serta kuesioner motivasi kerja untuk mengetahui kualitas motivasi kerja perawat. Uji *Korelasi Kendall's Tau-b* digunakan dalam uji ini.

**Hasil:** Hasil penelitian menunjukkan gaya kepemimpinan kepala ruang demokratis sebanyak 55 responden (77,5%), otokratis 4 responden (5,6%) & *laissez-faire* sebanyak 12 responden (16,9%). Motivasi kerja perawat pelaksana cukup sebanyak 8 responden (11,3%), baik sebanyak 63 responden (88,7%). Terdapat hubungan gaya kepemimpinan kepala ruang dengan motivasi kerja perawat dengan nilai signifikansi kurang dari 0,05. Nilai koefisien korelasinya adalah 0,690, maka tingkat kekuatan korelasinya memiliki hubungan yang kuat dan arah hubungannya positif atau searah.

**Simpulan:** Ada hubungan gaya kepemimpinan kepala ruang dengan motivasi kerja perawat di ruang perawatan RSJD Surakarta.

Kata Kunci: gaya kepemimpinan, motivasi kerja, perawat

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## ABSTRACT

### THE CORRELATION BETWEEN HEAD OF ROOM LEADERSHIP STYLE AND NURSE WORK MOTIVATION IN TREATMENT ROOM RSJD SURAKARTA

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**Background:** Leadership style is interpreted as a way for leaders to influence other people or their subordinates so that the person wants to do what the leader wants to achieve organizational goals. Various types of leadership styles are divided into 3, namely: autocratic, democratic & laissez-faire. Work motivation is a condition that drives employees self-directed to achieve the company's organizational goals. Nurses' work motivation can change because several factors, such as the leadership style of a head of space influence it.

**Objectives:** To find out the correlation between the leadership style of the head of the room and nurses' work motivation in the treatment room of RSJD (mental hospital) Surakarta.

**Method:** This research used a quantitative approach. This type of research was correlational research. The research design used a cross sectional design. The research sample consisted of 71 respondents using a proportionate stratified random sampling technique. The study used a leadership style questionnaire instrument to determine the leadership style model of the head of the room and a work motivation questionnaire to determine the quality of nurses' work motivation. Kendall's Tau-b Correlation Test was used in this test.

**Results:** The results show that the leadership style of the head of the room is democratic with 55 respondents (77.5%), autocratic with 4 respondents (5.6%) & laissez-faire with 12 respondents (16.9%). The work motivation of practising nurses is sufficient for 8 respondents (11.3%) and good for 63 respondents (88.7%). There is a correlation between the leadership style of the head of the room and nurses' work motivation with a significance value of less than 0.05. The correlation coefficient value is 0.690, so the level of correlation strength has a strong correlation and the direction is positive.

**Conclusion:** There is a correlation between the leadership style of the head of the room and the work motivation of nurses in the ward of RSJD Surakarta.

**Keywords:** Leadership Style, Work Motivation, Nurses

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