

ABSTRAK

PERAN KEPEMIMPINAN DAN MANAJEMEN PERAWAT DALAM MENINGKATKAN MUTU ASUHAN KEPERAWATAN DI RUANG PASCA BEDAH RUMAH SAKIT SETIABUDI

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Ruang pasca bedah memerlukan pelayanan cepat dan aman, di mana mutu asuhan keperawatan sangat bergantung pada kemampuan kepemimpinan dan manajemen perawat. Penelitian ini bertujuan mengetahui gambaran, hubungan, dan pengaruh kedua variabel tersebut terhadap mutu asuhan.

Penelitian ini menggunakan pendekatan kuantitatif dengan desain *cross-sectional*, yang diperdalam dengan analisis kualitatif deskriptif dari hasil wawancara. Populasi penelitian adalah seluruh perawat pelaksana yang bertugas di Ruang Pasca Bedah, dengan jumlah sampel sebanyak 50 orang yang diambil menggunakan teknik *total sampling*. Pengumpulan data dilakukan melalui kuesioner terstruktur dan panduan wawancara mendalam. Analisis data meliputi analisis univariat, bivariat menggunakan uji korelasi Pearson Product Moment, dan analisis multivariat menggunakan regresi linier berganda.

Hasil menunjukkan mayoritas perawat memiliki kemampuan kepemimpinan (45,3%), manajemen (41,1%), dan mutu asuhan (52,6%) dalam kategori sangat baik. Terdapat hubungan kuat dan bermakna antara kepemimpinan ($r=0,782$; $p=0,000$) serta manajemen ($r=0,756$; $p=0,000$) dengan mutu asuhan. Secara bersama-sama pengaruhnya sebesar 76,7%, dengan kepemimpinan ($\beta=0,485$) berperan lebih dominan dibanding manajemen ($\beta=0,479$). Temuan wawancara menunjukkan kelemahan utama pada pengambilan keputusan dan perencanaan, sedangkan perilaku dan kerjasama tim menjadi penilaian utama pasien.

Kesimpulan penelitian ini adalah terdapat peran yang signifikan dari kepemimpinan dan manajemen perawat dalam meningkatkan mutu asuhan keperawatan. Semakin optimal penerapan peran kepemimpinan dan fungsi manajemen yang dilakukan perawat, semakin tinggi pula mutu asuhan keperawatan yang dihasilkan. Disarankan peningkatan kompetensi dan kerjasama tim guna menjamin kualitas pelayanan.

Kata Kunci: Kepemimpinan Perawat, Manajemen Perawat, Mutu Asuhan Keperawatan, Ruang Pasca Bedah.

ABSTRACT

THE ROLE OF NURSE LEADERSHIP AND MANAGEMENT IN IMPROVING THE QUALITY OF NURSING CARE IN THE POST-SURGICAL ROOM OF SETIABUDI HOSPITAL

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The post-surgical room requires fast and safe services, where the quality of nursing care is highly dependent on the leadership and management abilities of nurses. This study aims to determine the description, relationship, and influence of these two variables on the quality of care.

This research employed a quantitative approach with a cross-sectional design, enriched by a descriptive qualitative analysis of interview results. The population consisted of all nurses working in the Post-Surgical Room, with a total of 50 respondents taken using the total sampling technique. Data were collected using structured questionnaires and in-depth interview guides. Data analysis included univariate analysis, bivariate analysis using Pearson Product Moment correlation, and multivariate analysis using multiple linear regression.

The results showed that the majority of nurses demonstrated leadership skills (45.3%), management skills (41.1%), and quality of care (52.6%) in the very good category. There was a strong and significant relationship between leadership ($r=0.782$; $p=0.000$) and management ($r=0.756$; $p=0.000$) with the quality of care. Together, these variables contributed 76.7% to the outcome, with leadership ($\beta=0.485$) playing a more dominant role compared to management ($\beta=0.479$). Interview findings revealed that the main weaknesses were in decision-making and planning, while attitude and teamwork were the primary factors assessed by patients.

In conclusion, there is a significant role of nurse leadership and management in improving the quality of nursing care. The more optimal the implementation of leadership roles and management functions by nurses, the higher the quality of nursing care provided. It is recommended to enhance competence and teamwork to ensure sustainable service quality.

Keywords: *Nurse Leadership, Nurse Management, Quality of Nursing Care, Post-Surgical Room*