

ABSTRAK

Kinerja perawat merupakan salah satu faktor penting dalam meningkatkan mutu pelayanan kesehatan di rumah sakit. Salah satu faktor yang memengaruhi kinerja perawat adalah gaya kepemimpinan kepala keperawatan. Gaya kepemimpinan yang diterapkan kepala keperawatan dapat memengaruhi motivasi kerja, disiplin, tanggung jawab, komunikasi, dan kerja sama perawat dalam memberikan asuhan keperawatan. Penelitian ini bertujuan untuk menganalisis hubungan tiga gaya kepemimpinan kepala keperawatan yaitu gaya kepemimpinan otoriter, demokratis, dan *laissez-faire* terhadap kinerja perawat di RS. Setio Husodo Kisaran. Penelitian ini menggunakan desain survei analitik dengan pendekatan *cross sectional*. Populasi dalam penelitian ini adalah seluruh perawat di RS. Setio Husodo Kisaran sebanyak 125 orang, dengan jumlah sampel sebanyak 95 responden yang diambil menggunakan teknik *purposive sampling*. Instrumen penelitian menggunakan kuesioner gaya kepemimpinan kepala keperawatan dan kuesioner kinerja perawat. Analisis data dilakukan secara univariat, bivariat menggunakan uji Chi-Square, dan multivariat menggunakan regresi logistik ordinal. Hasil penelitian menunjukkan terdapat hubungan antara gaya kepemimpinan otoriter terhadap kinerja perawat, terdapat hubungan antara gaya kepemimpinan demokratis terhadap kinerja perawat, dan terdapat hubungan antara gaya kepemimpinan *laissez-faire* terhadap kinerja perawat di RS. Setio Husodo Kisaran. Gaya kepemimpinan demokratis merupakan gaya kepemimpinan yang paling dominan berhubungan dengan peningkatan kinerja perawat. Kesimpulan penelitian ini adalah gaya kepemimpinan kepala keperawatan memiliki hubungan terhadap kinerja perawat. Oleh karena itu, kepala keperawatan diharapkan dapat menerapkan gaya kepemimpinan yang efektif, khususnya gaya kepemimpinan demokratis, untuk meningkatkan kualitas pelayanan keperawatan dan kinerja perawat di rumah sakit.

Kata Kunci: Gaya kepemimpinan, otoriter, demokratis, *laissez-faire*, kinerja perawat.

ABSTRACT

Nurses' performance is one of the important factors in improving the quality of health services in hospitals. One of the factors affecting nurses' performance is the leadership style of the head nurse. The leadership style applied by the head nurse can influence work motivation, discipline, responsibility, communication, and collaboration among nurses in providing nursing care. This study aimed to analyze the relationship between three nursing leadership styles, namely authoritarian, democratic, and laissez-faire leadership styles, and nurses' performance at RS. Setio Husodo Kisaran. This study used an analytic survey design with a cross-sectional approach. The population in this study consisted of all nurses at RS. Setio Husodo Kisaran totaling 125 nurses, with 95 respondents selected using a purposive sampling technique. The research instruments used were questionnaires on nursing leadership styles and nurses' performance. Data analysis was conducted using univariate analysis, bivariate analysis with the Chi-Square test, and multivariate analysis with ordinal logistic regression. The results showed that there was a relationship between authoritarian leadership style and nurses' performance, a relationship between democratic leadership style and nurses' performance, and a relationship between laissez-faire leadership style and nurses' performance at RS. Setio Husodo Kisaran. Democratic leadership style was the most dominant leadership style associated with improved nurses' performance. The conclusion of this study is that nursing leadership styles are related to nurses' performance. Therefore, head nurses are expected to apply effective leadership styles, especially democratic leadership, in order to improve the quality of nursing services and nurses' performance in hospitals.

Keywords: *Leadership style, authoritarian, democratic, laissez-faire, nurses' performance.*

