ABSTRAK

DAMPAK KEPEMIMPINAN TRANSFORMASIONAL KEPALA RUANGAN TERHADAP KINERJA PERAWAT MELALUI BURNOUT DAN MOTIVASI KERJA DI RSU SUFINA AZIS

Kinerja perawat pelaksana menjadi salah satu penopang utama mutu asuhan keperawatan di rumah sakit, dan gaya kepemimpinan kepala ruangan diyakini turut membentuk kinerja tersebut, baik secara langsung maupun melalui kondisi psikologis staf seperti burnout dan motivasi kerja. Penelitian ini bertujuan menganalisis dampak kepemimpinan transformasional kepala ruangan terhadap kinerja perawat, dengan menempatkan burnout dan motivasi kerja sebagai variabel mediasi. Penelitian menggunakan pendekatan kuantitatif dengan desain korelasional cross sectional yang dianalisis melalui path analysis. Sampel penelitian berjumlah 50 perawat pelaksana di ruang rawat inap RSU Sufina Azis, dipilih dengan teknik purposive sampling. Data dikumpulkan menggunakan empat kuesioner yang disusun sendiri oleh peneliti, kemudian dianalisis dengan uji korelasi Spearman, regresi linear berganda, dan uji Sobel.

Hasil penelitian menunjukkan bahwa kepemimpinan transformasional kepala ruangan sebagian besar berada pada kategori tinggi (88,0%), burnout pada kategori sedang (76,0%), motivasi kerja pada kategori sedang (82,0%), dan kinerja perawat pada kategori tinggi (82,0%). Kepemimpinan transformasional terbukti berpengaruh langsung dan signifikan terhadap kinerja perawat (rho = 0,414; p = 0,003), demikian pula motivasi kerja (B = 0,502; p = 0,011), sedangkan burnout tidak menunjukkan hubungan yang bermakna dengan kinerja (p = 0,555). Uji Sobel menunjukkan bahwa burnout maupun motivasi kerja belum terbukti berperan sebagai mediator yang signifikan dalam hubungan antara kepemimpinan transformasional dan kinerja perawat (p = 0,574 dan p = 0,295), sehingga pengaruh kepemimpinan transformasional terhadap kinerja bersifat langsung.

Penelitian ini menyimpulkan bahwa kepemimpinan transformasional kepala ruangan dan motivasi kerja merupakan dua prediktor independen yang masing-masing berkontribusi terhadap kinerja perawat, sementara burnout belum terbukti berperan dalam model ini. Manajemen rumah sakit disarankan mengembangkan program penguatan kepemimpinan transformasional kepala

ruangan dan program peningkatan motivasi kerja perawat secara paralel, sebagai dua jalur intervensi yang saling melengkapi.

Kata kunci: kepemimpinan transformasional; burnout; motivasi kerja; kinerja perawat

ABSTRACT

THE IMPACT OF HEAD NURSES' TRANSFORMATIONAL LEADERSHIP ON NURSE PERFORMANCE THROUGH BURNOUT AND WORK MOTIVATION AT RSU SUFINA AZIS

The performance of staff nurses is one of the main pillars of nursing care quality in hospitals, and the leadership style of head nurses is believed to shape that performance, both directly and through staff psychological conditions such as burnout and work motivation. This study aimed to analyze the impact of head nurses' transformational leadership on nurse performance, positioning burnout and work motivation as mediating variables. The study used a quantitative approach with a cross-sectional correlational design analyzed through path analysis. The research sample consisted of 50 staff nurses in the inpatient wards of RSU Sufina Azis, selected through purposive sampling. Data were collected using four researcher-developed questionnaires, then analyzed using Spearman correlation, multiple linear regression, and the Sobel test.

The results showed that head nurses' transformational leadership was mostly in the high category (88.0%), burnout in the moderate category (76.0%), work motivation in the moderate category (82.0%), and nurse performance in the high category (82.0%). Transformational leadership was proven to have a direct and significant effect on nurse performance (rho = 0.414; p = 0.003), as did work motivation (B = 0.502; p = 0.011), while burnout showed no significant relationship with performance (p = 0.555). The Sobel test indicated that neither burnout nor work motivation was proven to be a significant mediator in the relationship between transformational leadership and nurse performance (p = 0.574 and p = 0.295), indicating that the effect of transformational leadership on performance is direct.

This study concludes that head nurses' transformational leadership and work motivation are two independent predictors that each contribute to nurse performance, while burnout has not been proven to play a role in this model. Hospital management is advised to develop programs that strengthen head nurses' transformational leadership and enhance nurses' work motivation in parallel, as two complementary intervention pathways.

Keywords: transformational leadership; burnout; work motivation; nurse performance