

**MASTER OF PUBLIC HEALTH STUDY PROGRAM
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**ANALYSIS OF THE INFLUENCE MODEL OF SUPERVISORY ABILITY AND
HEAD NURSES' LEADERSHIP STYLE ON THE PERFORMANCE AND JOB
SATISFACTION OF STAFF NURSES AT ROYAL PRIMA GENERAL
HOSPITAL MEDAN IN 2025**

ABSTRACT

This study aims to analyze the influence of supervisory ability and leadership style of head nurses on the performance and job satisfaction of staff nurses at Royal Prima General Hospital Medan in 2025. This research was motivated by the suboptimal implementation of supervision by head nurses and the low Quality Performance Indicator (QPI) scores of staff nurses, which were still below the hospital target.

This study used a quantitative research design with a cross-sectional approach. The study was conducted in the inpatient wards of Royal Prima General Hospital Medan with a sample of 159 staff nurses selected using the total sampling technique. The independent variables in this study were supervisory ability and leadership style of head nurses, while the dependent variables were the performance and job satisfaction of staff nurses. Data were collected using questionnaires and analyzed through univariate, bivariate, and multivariate analysis.

The results of the study are expected to show that supervisory ability and leadership style of head nurses have a significant influence on improving the performance and job satisfaction of staff nurses. Good supervision and effective leadership styles can improve the quality of nursing services and increase nurses' job satisfaction

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**ANALISA MODEL PENGARUH KEMAMPUAN SUPERVISI DAN GAYA
KEPEMIMPINAN KEPALA RUANGAN TERHADAP KINERJA DAN KEPUASAN
KERJA PERAWAT PELAKSANA DI RSU ROYAL PRIMA MEDAN TAHUN 2025**

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kemampuan supervisi dan gaya kepemimpinan kepala ruangan terhadap kinerja dan kepuasan kerja perawat pelaksana di RSU Royal Prima Medan Tahun 2025. Penelitian ini dilatarbelakangi oleh belum optimalnya pelaksanaan supervisi kepala ruangan dan rendahnya nilai Quality Performance Indicator (QPI) perawat pelaksana yang masih berada di bawah target rumah sakit

Jenis penelitian ini adalah penelitian kuantitatif dengan desain cross sectional. Penelitian dilakukan di ruang rawat inap RSU Royal Prima Medan dengan jumlah sampel sebanyak 159 perawat pelaksana menggunakan teknik total sampling. Variabel independen dalam penelitian ini adalah kemampuan supervisi dan gaya kepemimpinan kepala ruangan, sedangkan variabel dependen adalah kinerja dan kepuasan kerja perawat pelaksana. Pengumpulan data dilakukan menggunakan kuesioner dan dianalisis secara univariat, bivariat dan multivariat.

Hasil penelitian diharapkan menunjukkan bahwa kemampuan supervisi dan gaya kepemimpinan kepala ruangan berpengaruh signifikan terhadap peningkatan kinerja dan kepuasan kerja perawat pelaksana. Supervisi yang baik dan gaya kepemimpinan yang efektif dapat meningkatkan mutu pelayanan keperawatan serta kepuasan kerja perawat.