

ABSTRAK

Kepuasan kerja penting untuk diperhatikan bagi pihak manajemen rumah sakit karena mampu mempengaruhi kinerja perawat. Faktor pimpinan memiliki pengaruh positif terhadap lingkungan kerja. Pemimpin yang menjalankan tugas, menerapkan gaya kepemimpinan, dan menjalin relasi dengan baik akan menciptakan kenyamanan lingkungan kerja bagi perawat. Pendekatan yang dipakai dalam menggambarkan hubungan karyawan dan atasannya dijelaskan dalam teori *Leader-Member Exchange* (LMX). Tujuan dari penelitian ini adalah menganalisis Hubungan *Leader Member Exchange* Dengan Kepuasan Kerja Pada Perawat di RSUD Royal Prima Medan. Jenis penelitian ini adalah penelitian deskriptif kuantitatif dengan rancangan penelitian *cross sectional*. Populasi dalam penelitian ini adalah perawat di RSUD Royal Prima Medan yang berjumlah 266 orang perawat. Penentuan jumlah sampel yang digunakan dalam penelitian ini ditentukan dengan menggunakan *total sampling* dengan jumlah sampel sebanyak 266 orang perawat. Analisis data dalam penelitian ini menggunakan analisis univariat, bivariat dan multivariat. Hasil penelitian menunjukkan bahwa Mayoritas responden dalam penelitian ini berusia > 45 tahun sebanyak 108 (40,6%), berjenis kelamin perempuan sebanyak 228 (85,7%), dengan lama bekerja ≤ 5 tahun sebanyak 152 (57,1%) dan mayoritas berpendidikan S1 sebanyak 136 (51,5%). Terdapat hubungan *leader member exchange* pada indikator Afeksi terhadap kepuasan kerja pada perawat di RSUD Royal Prima Medan, terdapat hubungan *leader member exchange* pada indikator loyalitas terhadap kepuasan kerja pada perawat di RSUD Royal Prima Medan, terdapat hubungan *leader member exchange* pada indikator kontribusi terhadap kepuasan kerja pada perawat di RSUD Royal Prima Medan, terdapat hubungan *leader member exchange* pada indikator penghormatan profesional terhadap kepuasan kerja pada perawat di RSUD Royal Prima Medan. Adapun secara simultan terdapat hubungan *leader member exchange* pada indikator Afeksi, loyalitas, kontribusi dan penghormatan profesional secara bersama-sama atau simultan terhadap kepuasan kerja pada perawat di RSUD Royal Prima Medan. Variabel yang paling berhubungan dengan kepuasan kerja pada perawat di RSUD Royal Prima Medan adalah variabel loyalitas (X2).

Kata kunci : Afeksi, Loyalitas, Kontribusi, Penghormatan profesional, Kepuasan kerja, Perawat

ABSTRACT

Job satisfaction is important for hospital management to pay attention to because it can influence nurse performance. Leadership factors have a positive influence on the work environment. Leaders who carry out their duties, apply a leadership style, and establish good relationships will create a comfortable work environment for nurses. The approach used in describing the relationship between employees and their superiors is explained in the Leader-Member Exchange (LMX) theory. The aim of this research is to analyze the relationship between Leader Member Exchange and job satisfaction among nurses at RSU Royal Prima Medan. This type of research is quantitative descriptive research with a cross sectional research design. The population in this study were nurses at RSU Royal Prima Medan, totaling 266 nurses. The sample size used in this study was determined using total sampling with a sample size of 266 nurses. Data analysis in this study used univariate, bivariate and multivariate analysis. The results showed that the majority of respondents in this study were > 45 years old, 108 (40.6%), female, 228 (85.7%), with a length of work \leq 5 years, 152 (57.1%) and the majority 136 (51.5%) had a bachelor's degree. There is a leader member exchange relationship on the Affection indicator on job satisfaction among nurses at RSU Royal Prima Medan, there is a leader member exchange relationship on the loyalty indicator on job satisfaction among nurses at RSU Royal Prima Medan, there is a leader member exchange relationship on the contribution indicator towards job satisfaction in nurses at RSU Royal Prima Medan, there was a leader member exchange relationship on indicators of professional respect for job satisfaction among nurses at RSU Royal Prima Medan. Simultaneously, there is a leader member exchange relationship on the indicators of affection, loyalty, contribution and professional respect simultaneously or simultaneously on job satisfaction among nurses at RSU Royal Prima Medan. The variable most related to job satisfaction among nurses at RSU Royal Prima Medan is the loyalty variable (X2).

Keywords: *Affection, Loyalty, Contribution, Professional respect, Job satisfaction, Nurse*