

ABSTRAK

Kepemimpinan dokter belum maksimal dalam mengkoordinir perawat pelaksana dalam tugas keperawatan misalnya dokter kurang tegas dalam penentuan tugas pemberian obat dan tindakan terhadap pasien oleh perawat. Dokter kurang memberi kesempatan perawat memberikan saran atau bertanya tentang tugas, dokter tidak memberi pujian atas hasil kerja perawat dan kurang peduli bila ada kesulitan yang dihadapi perawat. Penelitian ini bertujuan untuk menganalisis gaya kepemimpinan dokter terhadap tugas perawat pelaksana di Ruang Rawat Inap Rumah Sakit Royal Prima Medan Tahun 2019. Penelitian ini adalah penelitian kuantitatif dengan desain penelitian deskriptif korelatif asosiatif. Populasi dalam penelitian ini seluruh perawat pelaksana di Ruang Rawat Inap Rumah Sakit Royal Prima Medan sebanyak 319 orang. Sampel diambil dengan teknik *simple random sampling* sebanyak 76 orang. Teknik pengumpulan data melalui kuesioner dan teknik dokumentasi. Metode analisis data terdiri dari univariat, bivariat dan multivariat dengan menggunakan persamaan regresi logistik berganda. Hasil penelitian bahwa ada pengaruh gaya kepemimpinan demokratis, partisipatif, otoriter dan bebas tindak dokter terhadap tugas perawat pelaksana di Ruang Rawat Inap Rumah Sakit Royal Prima Medan Tahun 2019. Gaya kepemimpinan yang dominan memengaruhi adalah otoriter. Kesimpulan hasil penelitian bahwa ada pengaruh gaya kepemimpinan dokter terhadap tugas perawat pelaksana. Disarankan agar dokter menghindari menerapkan gaya kepemimpinan bebas tindak, hal ini dikarenakan berdasarkan hasil penelitian gaya kepemimpinan bebas tindak yang paling dominan memengaruhi kinerja perawat pelaksana. Para perawat pelaksana agar berupaya meningkatkan tugas pelayanan kesehatan khususnya asuhan keperawatan mencakup pengkajian, diagnosa, intervensi, implementasi dan evaluasi di ruang rawat inap.

Kata Kunci : Gaya Kepemimpinan Dokter, Tugas Perawat Pelaksana

ABSTRACT

The leadership of doctors is still not maximal in coordinating implementing nurses in nursing assignments, for example doctors are not strict in determining the task of giving drugs and actions towards patients by nurses. Doctors do not give nurses the opportunity to give advice or ask questions about assignments, doctors do not give praise for the work of nurses and do not care if there are difficulties faced by nurses. This study aims to analyze the leadership style of doctors on the task of implementing nurses in the Inpatient Room of the Royal Prima Hospital Medan in 2019. This research is a quantitative study with an associative correlative descriptive research design. The population in this study were all implementing nurses in the Inpatient Room of the Royal Prima Hospital in Medan totaling 319 people. Samples were taken with a simple random sampling technique of 76 people. Data collection techniques through questionnaires and documentation techniques. Data analysis methods consist of univariate, bivariate and multivariate using multiple logistic regression equations. The results of the study that there is an influence of democratic leadership style, participatory, authoritarian and action-free applied by doctors to the task of implementing nurses in the Inpatient Room of the Royal Prima Hospital in 2019 and the authoritarian type is dominant. The conclusion of the research is that there is an influence of the doctor's leadership style on the task of implementing nurses. It is recommended that doctors avoid applying the action-free leadership style, this is because based on research results the action-free leadership style that is most dominant affects the performance of the implementing nurse. Implementing nurses should try to improve their health service tasks, especially nursing care, including assessment, diagnosis, intervention, implementation and evaluation in the inpatient room.

Keywords: Doctor's Leadership Style, Task of Implementing Nurses