

ABSTRAK

Perawat sebagai salah satu tenaga kesehatan Rumah sakit berperan penting dalam terlaksananya pelayanan kesehatan yang bermutu. Oleh karena itu, kepuasan kerja perawat perlu diperhatikan karena akan berdampak terhadap kinerja perawat dalam memberikan pelayanan kesehatan. Peran pemimpin kepala ruangan dianggap mampu meningkatkan kepuasan kerja dan kinerja perawat. Tujuan penelitian ini adalah untuk mengetahui hubungan dan menganalisis gaya kepemimpinan kepala ruangan terhadap kepuasan kerja dan kinerja perawat, serta mengetahui bentuk gaya kepemimpinan kepala ruangan yang paling berkontribusi terhadap kepuasan kerja dan kinerja perawat.

Jenis penelitian yang digunakan adalah penelitian *literature review* dengan pendekatan *systematic literature review*. Metode pengambilan sampel ditentukan berdasarkan penentuan kriteria inklusi dan eksklusi, serta dengan melakukan pencarian di tiga sumber *database* yaitu Google Scholar, ResearchGate, dan ProQuest. Jumlah populasi yang didapatkan adalah 1.438, yang selanjutnya dilakukan penyaringan, kemudian dianalisis dengan menggunakan instrumen *joanna brigss intitute (JBI) critical appraisal checklist for analytical cross sectional studies*, sehingga diperoleh 12 jurnal dengan kategori *Grade A* yang merupakan 5 jurnal kepuasan kerja dan 7 jurnal kinerja dengan 8 jurnal nasional dan 4 jurnal internasional.

Hasil penelitian dari 12 jurnal dinyatakan terdapat hubungan antara gaya kepemimpinan kepala ruangan terhadap kepuasan kerja dan kinerja perawat di rumah sakit. Bentuk gaya kepemimpinan yang sering digunakan kepala ruangan adalah transformasional dan demokratis. Disarankan untuk melakukan pelatihan supervisi *proctor* pada kepala ruangan untuk meningkatkan kepuasan kerja dan kinerja perawat.

Kata Kunci: Gaya Kepemimpinan Kepala Ruangan, Kepuasan Kerja Perawat, Kinerja Perawat.

Daftar Pustaka: 21 Buku (2013-2022)
3 Website (2017-2021)
41 Jurnal (2018-2022)

ABSTRACT

Nurses as one of the hospital's health workers play an important role in the implementation of quality health services. Therefore, nurse job satisfaction needs to be considered because it will have an impact on nurse performance in providing health services. The role of head nurse is considered to increase job satisfaction and nurse performance. The purpose of this study was to determine relationship and analyze head nurse leadership style on job satisfaction and nurse performance, and to determine the form of head nurse leadership style that most contributed to job satisfaction and nurse performance.

The type of research used is literature review research with a systematic literature review approach. The sampling method was determined based on the inclusion and exclusion criteria, as well as by searching three database sources, that is Google Scholar, ResearchGate, and ProQuest. The total population obtained was 1,438, which was then filtered, then analyzed using the Joanna Briggs Institute (JBI) critical appraisal checklist for analytical cross sectional studies instrument, in order to obtain 12 journals in the Grade A category, which are 5 job satisfaction journals and 7 performance journals with 8 national journals and 4 international journals.

The results of research from 12 journals, it is stated that there is a relationship between the leadership style of head nurse on job satisfaction and the nurse performance in hospitals. The most commonly used form of leadership style is transformational and democratic. It is recommended to conduct proctor supervision training on the head nurse to increase job satisfaction and nurse performance.

*Keywords: Head Nurse Leadership Style, Nurse Job Satisfaction,
Nurse Performance.*

Bibliography: 21 Books (2013-2022)

3 Websites (2017-2021)

41 Journals (2018-2022)