

HUBUNGAN ANTARA GAYA KEPEMIMPINAN KEPALA RUANGAN DENGAN KINERJA PERAWAT GENERASI MILENIAL DAN GENERASI Z DI RSUD TARAKAN

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Abstrak

Penelitian ini bertujuan untuk menganalisis perbedaan persepsi dan kinerja perawat generasi milenial dan generasi Z serta hubungan gaya kepemimpinan kepala ruangan dengan kinerja perawat di RSUD Tarakan. Penelitian menggunakan metode kuantitatif dengan desain cross-sectional. Teknik pengambilan sampel menggunakan total sampling dengan kriteria inklusi perawat pelaksana generasi milenial dan generasi Z yang bekerja di ruang rawat inap, sehingga diperoleh total 133 responden, terdiri dari 112 perawat generasi milenial dan 21 perawat generasi Z. Instrumen penelitian berupa kuesioner gaya kepemimpinan dan kinerja perawat yang telah diuji validitas dan reliabilitas. Analisis data dilakukan secara univariat dan bivariat. Uji korelasi Rank Spearman digunakan untuk menganalisis hubungan gaya kepemimpinan transformasional, transaksional, dan demokratis dengan kinerja perawat, sedangkan uji Mann–Whitney digunakan untuk menganalisis perbedaan persepsi dan kinerja antara perawat generasi milenial dan generasi Z. Hasil penelitian menunjukkan adanya hubungan signifikan antara gaya kepemimpinan transformasional dengan kinerja perawat generasi milenial dan generasi Z, hubungan signifikan antara gaya kepemimpinan demokratis dengan kinerja perawat, serta hubungan yang lebih lemah pada gaya kepemimpinan transaksional. Selain itu, terdapat perbedaan persepsi dan kinerja antara perawat generasi milenial dan generasi Z. Kesimpulan penelitian ini menunjukkan bahwa gaya kepemimpinan kepala ruangan berhubungan dengan kinerja perawat dan perlu disesuaikan dengan karakteristik generasi.

Kata kunci: Gaya Kepemimpinan, Kepala Ruangan, Kinerja Perawat, Generasi Milenial, Generasi Z

THE RELATIONSHIP BETWEEN WARD HEAD LEADERSHIP STYLES AND THE PERFORMANCE OF MILLENNIAL AND GENERATION Z NURSES

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Abstract

This study aimed to analyze differences in perceptions and performance between millennial and Generation Z nurses and to examine the relationship between head nurse leadership styles and nurse performance at RSUD Tarakan. A quantitative study with a cross-sectional design was conducted. The sampling technique used was total sampling with inclusion criteria of staff nurses from the millennial and Generation Z cohorts working in inpatient wards. A total of 133 respondents were included, consisting of 112 millennial nurses and 21 Generation Z nurses. Data were collected using validated and reliable questionnaires on leadership styles and nurse performance. Data analysis was conducted using univariate and bivariate analysis. Spearman's rank correlation test was used to analyze the relationships between transformational, transactional, and democratic leadership styles and nurse performance, while the Mann-Whitney test was applied to examine differences in perceptions and performance between millennial and Generation Z nurses. The results showed a significant relationship between transformational leadership style and nurse performance, a significant relationship between democratic leadership style and nurse performance, and a weaker relationship between transactional leadership style and nurse performance. In addition, significant differences in perceptions and performance were found between millennial and Generation Z nurses. In conclusion, head nurse leadership style is significantly associated with nurse performance and should be adapted to generational characteristics to enhance the quality of nursing services.

Keywords: *Leadership Style, Head Nurse, Nurses' Performance, Millennial Generation, Generation Z*