

ABSTRAK

**HUBUNGAN GAYA KEPEMIMPINAN DENGAN
BURNOUT SYNDROME DAN KINERJA PERAWAT
DIRUANG RAWAT INAP RSUD BAJAWA**

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Pendahuluan: Gaya Kepemimpinan adalah sekumpulan ciri pola perilaku dan strategi yang sering digunakan pimpinan untuk memengaruhi bawahan agar sasaran organisasi tercapai. Gaya kepemimpinan berhubungan erat dengan *burnout syndrome* dan kinerja perawat. Tujuan penelitian ini adalah untuk mengetahui hubungan gaya kepemimpinan dengan *burnout syndrome* dan kinerja perawat di ruang rawat inap RSUD Bajawa. **Metode:** desain penelitian ini adalah *cross – sectional*. jumlah populasi pada penelitian ini sebanyak 113 dan di dapat sampel sebanyak 104 responden dengan *total sampling*. Variabel independen adalah gaya kepemimpinan. Variabel dependen adalah *burnout syndrome* dan kinerja perawat. Instrumen menggunakan kuesioner. Data dianalisis dengan *Spearman's Rho*. **Hasil:** Terdapat hubungan antara gaya kepemimpinan dengan *burnout syndrome* ($p = 0,000$), gaya kepemimpinan dengan kinerja perawat ($p = 0,002$). **Diskusi:** Penerapan gaya kepemimpinan yang positif akan menekan angka kejadian *burnout syndrome* dan meningkatkan kinerja perawat. Sehingga pemimpin perawat perlu dilengkapi dengan keterampilan kepemimpinan yang efektif.

Kata kunci: gaya kepemimpinan, *burnout syndrome*, kinerja perawat

ABSTRACT

**RELATIONSHIP WITH LEADERSHIP STYLE
BURNOUT SYNDROME AND NURSING PERFORMANCE
IN INPATIENTS OF RSUD BAJAWA**

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Introduction: Leadership Style was a set of behavioral patterns and strategies that were often used by leaders to influence subordinates to achieve organizational goals. The leadership style was closely related to burnout syndrome and nurse performance. The purpose of this study was to determine the relationship of leadership style with burnout syndrome and the performance of nurses in the inpatient room of Bajawa District Hospital. **Method:** The design of this study was cross-sectional. The population in this study was 113 and a sample of 104 respondents was obtained with total sampling. The independent variable was the leadership style. The dependent variable is burnout syndrome and nurse performance. The instrument uses a questionnaire. Data were analyzed with Spearman's Rho. **Results:** There was a relationship between leadership style with emotional exhaustion ($p = 0,000$), leadership style with depersonalization ($p = 0,000$), leadership style with decreased self-achievement ($p = 0,000$) leadership style with nurse performance ($p = 0.002$). **Discussion:** The application of a positive leadership style will reduce the incidence of burnout syndrome and improve nurse performance. So that nurse leaders need to be equipped with effective leadership skills.

Keywords: leadership style, burnout syndrome, nurse performance