

ABSTRACT

AN ANALYSIS CORRELATION OF UNIT MANAGERS' LEADERSHIP WITH A WORKING MOTIVATION AND NURSES PERFORMANCE BASED ON PATH-GOAL THEORY.

DESCRIPTIVE RESEARCH ANALYTIC CORRELATION IN A DISTRICT PUBLIC HOSPITAL MGR GABRIEL MANEK SVD, ATAMBUA.

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Introduction: A Working motivation is the main factor in improving nurses performance. However, unit managers should use their authority to ensure that nurses work creatively to achieve organisational goals. Indeed, the organisational goal is effective and efficient delivery health service to the patients. Unit managers are also ought to promote the member of nursing staff that are highly competent and working hard. The theory of Path-Goal by Robert J. House points out the roles of leaders are assisting the follower to achieve their goals and giving direction to the followers. The leaders are also ensuring the relevancy of followers goal to the organisational goals. **Methods:** The study is a descriptive is conducted in a district public hospital Mgr Gabriel Manek SVD, Atambua, East Nusa Tenggara, Indonesia. The sample was taken from 146 respondents using a simple random sample with probability sampling. The instrument questionnaire employee factors, environmental factors, leadership, work motivation and nurse performance. The data analyzed with Spearman rho by $\alpha = 0,05$. **Results:** the results showed that employee factor ($p=0,000$, $p=0,002$), environmental factor ($p=0,000$, $p=0,005$) and leadership significantly correlate with the working motivation and nurses performance. **Discussion:** The analysis of results shows the leaders behaviours based on achievement oriented has the highest correlation coefficient with employees working motivation which is 0.220 and has highest results with the employee's performance 0.402. This indicates a significant positive correlation between achievement oriented with the motivation of nurses and their performance. Whereas, participative leaders behavior has the lowest correlation coefficient which is 0.081 with a working motivation and 0.102 with employee performance. This indicates there is no significant relation between participative style and a working motivation and nurses performance.

Keywords: Leadership, A working Motivation, Nurse's performance, Path-Goal Theory.