

**RINGKASAN****PENGEMBANGAN MODEL SPIRITUAL *LEADERSHIP* BERBASIS  
ISLAMI UNTUK MENINGKATKAN KINERJA PERAWAT  
RSUD dr. R. KOESMA TUBAN****Mei Widyawati**

Kinerja yaitu keluaran yang dihasilkan oleh fungsi-fungsi atau indikator-indikator suatu pekerjaan atau suatu profesi dalam waktu tertentu. Kelompok variabel yang mempengaruhi perilaku kerja dan kinerja, yaitu: variabel individu, variabel organisasi dan variabel psikologis. Ketiga kelompok variabel tersebut mempengaruhi kelompok kerja yang pada akhirnya mempengaruhi kinerja personel. Perilaku yang berhubungan dengan kinerja adalah yang berkaitan dengan tugas-tugas pekerjaan yang harus diselesaikan untuk mencapai sasaran suatu jabatan atau tugas. Variabel organisasi digolongkan dalam sub variabel sumber daya, kepemimpinan, imbalan, struktur dan desain pekerjaan. Salah satu sub variabel dari variabel organisasi adalah kepemimpinan. Saat ini tantangan utama bagi organisasi modern adalah untuk mengenali pengaruh kepemimpinan yang kuat terhadap kinerja keperawatan dan keberhasilan organisasi.

Penelitian ini dikembangkan berdasarkan model spiritual *leadership* dan spiritual islami. Pengembangan model spiritual *leadership* ini membantu berkembangnya nilai kemanusiaan yang positif, psikologis dan keadaan spiritual yang bermuara pada tercapainya motivasi sehingga mampu meningkatkan kinerja organisasi yang menyeluruh.

Penelitian ini menggunakan desain analitik observasional. Populasi dalam penelitian ini yaitu perawat yang bekerja di pelayanan keperawatan, sebanyak 188 perawat dengan sampel 110 perawat dari semua unit pelayanan keperawatan. Data dianalisis menggunakan *partial least square*.

Hasil penelitian yaitu ada pengaruh signifikan variabel Individu (kemampuan dan keterampilan, usia dan pendidikan) terhadap spiritual *leadership* ( $t=2,1960 > 1,96$ ). Ada pengaruh signifikan variabel individu (kemampuan dan

keterampilan, usia dan pendidikan) terhadap kinerja ( $t=2,1905>1,96$ ). Ada pengaruh signifikan variabel psikologi ( persepsi, sikap, kepribadian, belajar dan motivasi) terhadap spiritual *leadership* ( $t=3,3823>1,96$ ). Tidak ada pengaruh signifikan variabel psikologi ( persepsi, sikap, kepribadian, belajar dan motivasi) terhadap kinerja ( $t=1,7481>1,96$ ). Tidak ada pengaruh signifikan variabel organisasi (sumber daya, kepemimpinan, imbalan, struktur dan desain pekerjaan) terhadap spiritual *leadership* ( $t=1,4959>1,96$ ). Ada pengaruh signifikan variabel organisasi (sumber daya, kepemimpinan, imbalan, struktur dan desain pekerjaan) terhadap kinerja ( $t=3,4854>1,96$ ). Ada pengaruh signifikan Variabel spiritual islami terhadap spiritual *leadership* ( $t=5,3719>1,96$ ). Ada pengaruh signifikan variabel spiritual islami terhadap kinerja ( $t=3,9290>1,96$ ). Ada pengaruh signifikan variabel spiritual *leadership* terhadap kinerja perawat ( $t=2,5664>1,96$ ).

Model spiritual *leadership* ini dipengaruhi oleh beberapa faktor yaitu variabel individu, variabel psikologi, dan spiritual islami. Pengembangan spiritual *leadership* ini dapat mempengaruhi kinerja perawat dan dapat dilakukan oleh rumah sakit sebagai upaya untuk meningkatkan mutu pelayanan rumah sakit. Rumah Sakit dapat melakukan upaya peningkatan kinerja perawat melalui penerapan spiritual *leadership* yang meliputi *vision*, *hope/faith* dan *altruistic love*.

**EXECUTIVE SUMMARY****THE DEVELOPMENT OF SPIRITUAL LEADERSHIP MODEL BASED  
ON ISLAMIC TO INCREASE NURSE PERFORMANCE  
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Performance is the output generated by the functions or indicators of a job or a profession within a certain time. Group of variables that influence work behavior and performance, is : individual variables, organizational variables and psychological variables. The three groups of variables affect the working group which ultimately affects the performance of personnel. Behavior related to performance is related to the job tasks that must be completed to achieve the goals of a position or task. Organizational variables are classified into sub-variables of resources, leadership, rewards, structure and job design. One of sub variable from organizational variables is leadership. Today the main challenge for modern organizations is to recognize the strong leadership influence on nursing performance and organizational success.

This research was developed based on spiritual leadership model and spiritual islamic model. The development of this spiritual leadership model helps the development of positive human values, psychological and spiritual circumstances that lead to the achievement of motivation so as to improve the overall performance of the organization.

This study has one stage, the first one using an observational analytic design. The population in this study are nurses who work in nursing service, that is as many as 188 nurses with a sample of 110 nurses from all units of nursing service. Data were analyzed using partial least square.

The result of research there is significant influence of Individual variable (ability and skill, age and education) toward spiritual leadership ( $t = 2,1960 > 1,96$ ). There is significant influence of individual variables (ability and skill, age and education) on performance ( $t = 2,1905 > 1,96$ ). There is a significant influence of psychological variables (perception, attitude, personality, learning and motivation) towards spiritual leadership ( $t = 3,3823 > 1,96$ ). There is no significant influence of psychological variables (perception, attitude, personality, learning and motivation) on performance ( $t = 1,7481 > 1,96$ ). There is no significant influence of organizational variables (resources, leadership, rewards, structure and job design) on spiritual leadership ( $t = 1,4959 > 1,96$ ). There is a significant influence of organizational variables (resources, leadership, rewards, structure and job design) on performance ( $t = 3.4854 > 1.96$ ). There is a significant influence of organizational variables (resources, leadership, rewards, structure and job design) on performance ( $t = 3.4854 > 1.96$ ). There is a significant influence of Islamic spiritual variables on spiritual leadership ( $t = 5,3719 > 1,96$ ). There is a significant influence of Islamic spiritual variables on performance ( $t = 3.9290 > 1.96$ ). There is

significant influence of spiritual leadership variable on nurse's performance ( $t = 2,5664 > 1,96$ ).

Spiritual leadership model influenced by several factors namely individual variables, psychological variables, and spiritual islamic. The development of spiritual leadership can affect the performance of nurses and can be done by the hospital as an effort to improve the quality of hospital services. Hospitals can make efforts to improve the performance of nurses through the application of spiritual leadership that includes vision, hope / faith and altruistic love.

## ABSTRAK

**PENGEMBANGAN MODEL SPIRITUAL *LEADERSHIP* BERBASIS  
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**Pengantar:** penelitian ini dilakukan untuk mengembangkan model spiritual *leadership* sebagai upaya meningkatkan kinerja perawat, sehingga dapat meningkatkan pelayanan keperawatan di rumah sakit. **Metode:** menggunakan desain *eksplanatif survey* dengan sampel 110 perawat. Data dianalisis menggunakan *partial least square* (PLS). **Hasil dan analisis:** pengaruh signifikan variabel Individu terhadap spiritual *leadership* ( $t=2,1960 > 1,96$ ). Ada pengaruh signifikan variabel individu terhadap kinerja perawat ( $t=2,1905 > 1,96$ ). Ada pengaruh signifikan variabel psikologi terhadap spiritual *leadership* ( $t=3,3823 > 1,96$ ). Tidak ada pengaruh signifikan variabel psikologi terhadap kinerja perawat ( $t=1,7481 > 1,96$ ). Tidak ada pengaruh signifikan variabel organisasi terhadap spiritual *leadership* ( $t=1,4959 > 1,96$ ). Ada pengaruh signifikan variabel organisasi terhadap kinerja perawat ( $t=3,4854 > 1,96$ ). Ada pengaruh signifikan Variabel spiritual islami terhadap spiritual *leadership* ( $t=5,3719 > 1,96$ ). Ada pengaruh signifikan variabel spiritual islami terhadap kinerja perawat ( $t=3,9290 > 1,96$ ). Ada pengaruh signifikan variabel spiritual *leadership* terhadap kinerja perawat ( $t=2,5664 > 1,96$ ). **Diskusi dan Kesimpulan:** Model spiritual *leadership* ini dipengaruhi oleh beberapa faktor yaitu variabel individu, variabel psikologi, dan spiritual islami. Pengembangan spiritual *leadership* ini dapat mempengaruhi kinerja perawat.

Kata kunci: Spiritual *leadership*, spiritual islami, kinerja

**ABSTRACT****THE DEVELOPMENT OF SPIRITUAL LEADERSHIP MODEL BASED  
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**Introduction:** This research is conducted to develop spiritual leadership model as an effort to improve nurse's performance, so that it can improve nursing service in hospital. **Method:** using exsplanatif survey design with a sample of 110 nurses in RSUD dr. R. Koesma Tuban. Data were analyzed using partial least square (PLS). **Results and analysis:** Individual variable's significant influence on spiritual leadership ( $t = 2,1960 > 1,96$ ). There is a significant influence of individual variables on nurse's performance ( $t = 2.1905 > 1.96$ ). There is a significant influence of psychological variables on spiritual leadership ( $t = 3.3823 > 1.96$ ). There was no significant influence of psychological variables on nurse's performance ( $t = 1.7481 > 1.96$ ). There is no significant influence of organizational variable on spiritual leadership ( $t = 1,4959 > 1,96$ ). There is significant influence of organizational variable on nurse's performance ( $t = 3,4854 > 1,96$ ). There is a significant influence of Islamic spiritual variables on spiritual leadership ( $t = 5,3719 > 1,96$ ). There is a significant influence of Islamic spiritual variables on nurse's performance ( $t = 3.9290 > 1.96$ ). There is significant influence of spiritual leadership variable on nurse's performance ( $t = 2,5664 > 1,96$ ). **Discussion and Conclusion:** This spiritual leadership model is influenced by several factors, namely individual variables, psychological variables , and spiritual islamic. Development of this spiritual leadership can affect the performance of nurses.

**Keywords: Spiritual leadership, spiritual islamic, performance**