

Model kepemimpinan berbasis spiritual (KBS) untuk kepala ruangan rawat rumah sakit umum = A spiritual-based leadership model (KBS) for head nurses of wards of general hospital

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Abstrak

Penelitian ini bertujuan menyusun model kepemimpinan berbasis spiritual yang tepat untuk meningkatkan komitmen organisasi perawat pelaksana serta pemilihan gaya penanganan konflik yang asertif dan kerja sama yang tinggi untuk kepala ruangan. Pendekatan yang digunakan adalah riset operasional.

Model Kepemimpinan Berbasis Spiritual ini dibentuk oleh konstruk perilaku kesadaran diri, etis, visioner, altruisme, dan kolaborasi kerja tim. Sampel sebanyak 133 perawat manajer tingkat bawah dari delapan rumah sakit umum di Kalimantan Barat. Hasil analisis statistik Structural Equation Modelling SEM menunjukkan model ini memenuhi semua kriteria goodness of fit $\chi^2=0,631$; $p=0,427$. Dimensi kesadaran diri berpengaruh signifikan terhadap dimensi etik, visioner, altruisme dan kolaborasi kerja tim $CR>1,96$;

..... This research aimed to develop a spiritual-based leadership model that would enhance nurses' organizational commitment and the selection of assertive and high cooperation of conflict handling style for the head nurses of the ward. The approach used was operational research. Spiritual-based Leadership Model was formed by the construct of self-awareness, ethical, visionary, altruism, and collaborative teamwork of behavior. Samples were 133 of low level nurse managers of the eight general hospitals in West Kalimantan. Statistical analysis Structural Equation Modelling SEM showed this model met all the criteria of goodness of fit $\chi^2 = 0.631$; $p = 0.427$. Dimensions of self-awareness had significant effect on the ethical, visionary, altruism and collaborative teamwork dimensions $CR>1,96$; $p < 0.05$. Recommendations, the final product of the model modules and curriculum is applied to general hospitals in the form of training.