

ABSTRACT

THE RELATIONSHIP BETWEEN LEADERSHIP STYLE AND MOTIVATION TOWARDS JOB SATISFICATION AT ROEMANI MUHAMMADIYAH SEMARANG HOSPITAL 2010

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Backgrounds : Job Satisfaction is important to have attention, because without it the vision and mission of hospital cannot be reached. Roemani Muhammadiyah Semarang Hospital is be in the process of leadership replacement after the old director resign because the employee prosecute him to resign. During the old leadership, so many problem about job satisfaction like unsatisfication of the employer with the leader that don't have attention about employers destiny, otoriter leadership style, the decrease of employes turn over rate. All of the problem make the decrease of staff performance that have the impact of bad attendant giving to the patient like the late process of services, unfriendly nurses and late process of administration.

Purposes : The purpose of this research were to have a survey about relationship of leadership style and staff motivations with job satisfaction that in the future can use as consideration to increase staff satisfactions.

Methods : The research was a quantitative research with cross sectional design. The research subject were population from all staff at Roemani hospital. The research used questionnaires distributed to 170 respondents. Sampling taken by using stratified random sampling technique and data analysis was conducted using simple linier regression and double regression analysis.

Results : The results of statistical analysis showed the following significant positive relationship between leadership style and motivation with job satisfaction ($p=0,000$, Adjusted R Square= $0,456$). There were significant positive relationship between leadership style with job satisfaction ($p=0,013$, $R=0,191$). There were also significant positive relationship between motivation with job satisfication ($p=0,000$, $R=0,469$). Motivation give more contributions (R Square= $0,22$) to job satisfaction than application of leadership style (R Square= $0,036$).

Conclusions and Suggestions : Both leadership style and motivation play a role toward working satisfaction. In order to increase job satisfaction Roemani hospital must pay attention about motivatin aspect considering the motivation aspect were influenced significantly more than leadership style aspect.

Keywords : leadership style, motivation, job satisfaction.

INTISARI

HUBUNGAN ANTARA GAYA KEPEMIMPINAN DAN MOTIVASI TERHADAP KEPUASAN KERJA KARYAWAN DI RS ROEMANI MUHAMMADIYAH SEMARANG TAHUN 2010

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Latar Belakang: Kepuasan kerja merupakan suatu hal yang harus diperhatikan, karena tanpa kepuasan kerja visi dan misi rumah sakit tidak akan tercapai. Rumah Sakit Roemani Muhammadiyah Semarang baru saja mengalami pergantian direktur, setelah direktur yang sebelumnya mengundurkan diri karena para karyawan menuntutnya untuk mundur. Pada masa kepemimpinan direktur lama, banyak sekali permasalahan yang menyangkut kepuasan kerja seperti ketidakpuasan karyawan terhadap kepemimpinan direktur yang kurang memperhatikan nasib karyawan, kepemimpinan direktur yang cenderung otoriter dalam mengambil keputusan, tingkat *turn over* dan *absentisme* karyawan yang tinggi. Hal tersebut mengakibatkan turunnya *performance* dari para karyawan yang berujung pada buruknya pelayanan yang diberikan kepada pasien seperti proses pelayanan yang lambat, perawat yang kurang ramah, proses administrasi yang lambat.

Tujuan penelitian: menguji hubungan antara gaya kepemimpinan dan motivasi karyawan terhadap kepuasan kerja yang nantinya diharapkan dapat digunakan sebagai bahan pertimbangan dalam rangka meningkatkan kepuasan karyawan.

Metode: Jenis penelitian adalah penelitian kuantitatif dengan rancangan *cross sectional*. Subyek penelitian ini adalah karyawan tetap RS Roemani Muhammadiyah Semarang. Penelitian ini dilakukan dengan menggunakan kuesioner yang disebar kepada 170 responden. Pengambilan sampel dilakukan dengan teknik pencuplikan rambang bertingkat dan analisis data menggunakan regresi linier sederhana dan regresi berganda.

Hasil: Terdapat hubungan positif bermakna antara gaya kepemimpinan dan motivasi terhadap kepuasan kerja ($p=0,000$, adjusted R Square=0,449). Terdapat hubungan positif yang bermakna antara gaya kepemimpinan terhadap kepuasan kerja ($p=0,013$, $R=0,191$). Terdapat hubungan positif yang bermakna antara motivasi terhadap kepuasan kerja ($p=0,000$, $R=0,469$). Motivasi lebih berpengaruh (R Square=0,22) terhadap kepuasan kerja daripada penerapan gaya kepemimpinan (R Square=0,036).

Kesimpulan dan saran: Gaya kepemimpinan dan motivasi sama-sama berperan terhadap kepuasan kerja. Agar kepuasan kerja karyawan meningkat diharapkan agar RS Roemani Semarang lebih meningkatkan lagi motivasi karyawannya mengingat aspek motivasi lebih memberikan pengaruh daripada aspek gaya kepemimpinan.

Kata Kunci: Gaya kepemimpinan, motivasi, kepuasan kerja