

Analysis Of Determinant Factors Affecting The Leadership Style Of Chief Of Room In The Inpatient Room At Royal Prima Medan General Hospital

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Abstract.

The head of the room is managing all the resources in the care unit to produce quality services. The head of the room is responsible for carrying out the supervision of nursing services to patients in the treatment room he leads. The head nurse of the room is responsible for leading and organizing the activities of servants and nursing care. The role of nurse leadership style has a large influence on nurses' work motivation. This is because the leadership of a good head nurse room will increase nurse job satisfaction, so that if leadership is not good it will reduce the level of nurse job satisfaction. Some previous studies suggested that leadership is one of the main factors that influence performance because leadership is the driving force for all resources within an organization. In leadership itself there are several parts of leadership that affect performance such as leadership style, leadership traits, type of leadership, work motivation, empowerment, work environment, organizational culture, leadership quality, and organizational commitment Research conducted aims to determine the analysis of influence factors leadership style on the performance of nurses in class 3 inpatient rooms Royal Prima Hospital in 2022. This research is a type of quantitative research with a cross sectional approach. The sample in the study was 110 room nurses. Data collection techniques in research using questionnaires. The results of this study found a significant relationship between communication factors ($p = 0.001$), planning ($p = 0,000$), direction ($p = 0,000$), and work discipline ($p = 0,002$) with the performance of nurses in class 3 Royal Prima Hospital inpatient care. The conclusion of this study is that of the four variables studied, there was one of the most dominant variables influencing nurses' work motivation in class 3 inpatient rooms of Royal Prima Hospital in 2022, namely directing work by the head of the room.

Keywords: Factors, Leadership and Nurse Work

I. INTRODUCTION

Leadership is a process of influencing others to achieve goals [1]. Leadership includes the process of influencing in determining organizational goals, motivating the behavior of followers to achieve goals, influencing to improve the group and its culture [2]. A good leader must be able to convey his ideas concisely, clearly and precisely and be able to use his communication skills and influence to convince and direct others in achieving organizational goals [3]. Leadership in nursing is the application of influence and guidance aimed at all nursing staff to create trust and obedience so that there is a willingness to carry out tasks in order to achieve common goals effectively and efficiently. The head of the room is a nursing leader who uses the management process to achieve organizational/institutional goals that have been determined through other people [4]. The head nurse of the room is a professional nurse who is given responsibility and authority to lead in managing nursing service activities in one ward [5]. The head nurse of the room is responsible for leading and organizing the activities of the nurse and nursing care [6]. Nursing leaders must be able to lead, request, convince, urge and persuade their staff to do something at any time when their colleagues need their help, and can give direction to their staff so that they do work not based on their preferences but on what should be done to achieve goals. nursing care [7]. There are several categories of leadership styles according to experts. Namely the leadership style according to Douglas McGregor in his book *The Human Side Enterprise* which states that leadership styles are divided into four consisting of dictatorial, autocratic, democratic and relaxed leadership styles [4].

Meanwhile, the leadership style according to Hersey and Blanchard consists of an instructional leadership style, consulting style, participation style and delegation leadership style [4]. The nurse's leadership style has a great influence on the work motivation of nurses. This is because good leadership of the head nurse in the room will increase nurse job satisfaction, so if the leadership is not good it will reduce the level of nurse job satisfaction [8]. This is in accordance with Hasibuan's theory which explains that one of the factors that influence job satisfaction is the attitude of the leader in his leadership [9]. Several previous

studies suggested that leadership is one of the main factors that influence performance because leadership is the driving force for all existing resources within an organization. This can be seen from the results of previous research conducted by Pitasari, stating that there is an influence between the leadership style of the head of the room and the work motivation of nurses in the inpatient room of the dr. Rasidin Padang [10]. Likewise, research conducted by Zulfikhar, showed that there was a significant influence between leadership style and work motivation of nurses [11]. In the leadership process, motivation is something that is essential in leadership, because leading is motivating. Nurses are those who have the ability and authority to perform nursing actions based on the knowledge possessed and obtained through nursing education [12]. Nurses are important personnel in health services in hospitals, providing nursing services 24 hours a day.

Quality, effective and efficient nursing services can be achieved if supported by the right number of nurses according to needs. Therefore, nursing services are one of the benchmarks for hospital health services, because nurses carry out the task of caring for clients directly. Nursing as a profession consists of discipline and practice components [13]. The number of nurses is the most staff when compared to other health workers, so that their role is decisive in health services in hospitals. In addition, nurses interact with patients 24 hours a day to carry out nursing services. Nursing services are the main thing that must be considered, maintained and improved in quality in accordance with applicable nursing service standards, so that the public as consumers can experience satisfactory nursing services [14]. The role and function of nurses, especially in hospitals, is to provide nursing services or care through various processes or stages that must be carried out either directly or indirectly to patients. The steps taken are of course based on standards recognized by the government and the nursing profession [15]. Nurse performance is a series of nurse activities in providing nursing care. Good performance is a reflection of the quality of nursing services provided. The formation of good nurse performance is influenced by the shared value system that exists in the hospital culture and the leadership style of the hospital manager. A good leadership style will lead to loyalty to an organization [16]. In an effort to increase the performance motivation of nurses in the service process at the hospital, effective organizational communication is needed. This will make it easier for nurses to pay attention to the things that are prioritized in the organization. Gillies states that nurses can achieve goals that affect their work through effective collaboration and communication with their co-workers [17]. Research by Dehaghani et.al shows a significant effect between head nurse interpersonal communication and nurse job satisfaction [18].

Research by Lolita, shows that organizational communication contributes to nurse job satisfaction [19]. The results of Rudianti's research also show that there is an influence between head nurse communication and nurse performance [20]. Based on the initial survey that the author conducted by interviewing 10 nurses in the inpatient room of RSU Royal Prima Medan, found several complaints of nurses against the head of the room. The complaints they convey are that they feel dissatisfied with the head's direction regarding work planning, the head of the room may come late while the other room nurses must arrive on time. Lack of attention and lack of good communication between nurses and head nurses. Based on this description, the researcher is interested in raising this problem into scientific research regarding the analysis of determinant factors affecting the leadership of the head of the room in the Inpatient Room of RSU.Royal Prima Medan.

II. METHODS

This type of quantitative research method is analytical research with a cross-sectional approach where the data collection process is carried out at the same time [21]. The location of this research was conducted at RSU.Royal Prima Medan. The reason for choosing this location was because it was found that there were several complaints about the inadequate performance of nurses. The research was carried out starting with submitting a title, surveying research locations, to be carried out in October 2022. The population in this study were all inpatient class 3 nurses at RSU Royal Prima Medan Medan in 2022 as many as 130 people. To calculate the minimum sample size in this study, researchers used the Lemeshow formula for testing the two proportions hypothesis. After calculating each independent variable, the largest sample size is obtained and 10% is added, so the minimum sample required in this study is 110 samples. The part of

the population that meets the inclusion criteria has the opportunity to be sampled in this study, while the part of the population that is not included in the inclusion criteria is called the exclusion criteria.

Inclusion criteria:

1. Has worked > 2 years
3. Last education minimum D3 Nursing
4. Respondents are willing to become respondents

The research variables consist of independent variables, namely the leadership style of the head of the room consisting of communication, direction, planning and discipline. The dependent variable is the performance of inpatient nurses at RSU Royal Prima Medan in 2022. The operational definition is an explanation of all the variables and terms that will be used in the research operationally so that it makes it easier for the reader to interpret the meaning of the research. The operational definition in this study includes: The independent variable, namely the leadership style of the head of the room in the inpatient class 3 consists of communication, direction, planning and discipline. dependent variable. i.e., nurse performance is the performance performed by the nurse in the inpatient room on orders from the head of the room at RSU Royal Prima Medan. In this study the data collection technique used was primary data obtained from the results of respondents' responses to a list of statements in the form of questionnaires distributed to respondents. Questionnaire is a data collection technique that is carried out by providing a set of questions or written statements to respondents to answer.

Meanwhile, secondary data was obtained by researchers through reports and other official documents, especially data obtained from RSU Royal Prima Medan which was used to assist analysis of the primary data obtained. The research instruments used in this study were questionnaires obtained from previous research, writing instruments to record research results and laptops to enter and process research data about the leadership style of the head of the room on the performance of implementing nurses in class 3 inpatient rooms at RSU Royal Prima Medan. The data collection instrument used in this study was a questionnaire designed in such a way as to be relevant to the objectives of the research, therefore the questionnaire was tested to determine its validity and reliability. The validity test aims to determine the extent to which a measure or value indicates the level of reliability or validity of a measuring instrument by measuring the correlation between variables or items. The feasibility of using the instrument to be used for research requires validity and reliability tests. Test the validity by measuring the correlation between variable items using the Pearson Product Moment correlation technique formula (r), provided that the correlation coefficient value is > 0.361 (valid) [22]. Reliability is an index that shows the extent to which a measuring instrument can be trusted and relied on. This reliability test uses the cronbach alpha coefficient, if the cronbachalpha value is > 0.60 , then the measuring instrument is reliable [22].

Table 2.1. Operational Definitions and Measurement Methods

No	Variable	Definition	Results Measure	Measuring instrument	Scale
1	Communication	Sending and receiving messages or news between the head of the room and the work nurse so that the intended message can be understood [23]	a. Good = score 39-60 b. Not good = score 15-38 (Likert Scale)	Questionnaire	Ordinal
2	Planning	The process carried out by the head of the room to plan, conceptualize, design, seek to improve the quality of nursing care [23]	a. Good = score 39-60 b. Not good = score 15-38 (Likert Scale)	Questionnaire	Ordinal
3	Briefing	Providing instructions or guidelines by the head of the room to working nurses for carrying out an activity [23]	a. Good = score 39-60 b. Not good = score 15-38 (Likert Scale)	Questionnaire	Ordinal
4	Discipline	Compliance and obedience to the head nurse of the room with the provisions of the rules and laws that apply in the Hospital [23]	a. Good = score 39-60 b. Not good = score 15-38 (Likert Scale)	Questionnaire	Ordinal

5	Nurse Performance	Efforts that can cause work nurses to be moved or compelled to do something because they want to achieve the goals they want or get satisfaction with their actions [23]	a. Good = score 21-30 b. Not good = score 10-20 (Likert scale)	Questionnaire	Ordinal
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Independent Variables (Communication, direction, planning and discipline), Measured using 15 statements with answer choices SL (Score 4), S (Score 3), K (Score 2), and TP (Score 1), to determine each score the categories of communication, direction, planning and discipline are used class length formula [24].

With the lowest score of 15 and the highest 60, and class length of 23, the score for each category:

1. Good: correct answer from the total score (15-38)
2. Less Good: if the answer is correct from the total score (39-60)

Nurse Performance Variables are measured using 10 statements with the answer choices Agree (Score 3), Disagree (Score 2), and Disagree (Score 1), to determine the score of each category of nurse work the class length formula is used [24].

With the lowest score of 10 and the highest score of 30, and the length of class 2, the scores for each category are:

1. Good: correct answer from the total score (21-30)
2. Less Good: if the answer is correct from the total score (10-20)

Univariate analysis is an analysis that focuses on the description or description of the data obtained, describing the frequency distribution of each independent and dependent variable. Bivariate analysis is to see whether there is influence of communication, direction, planning and discipline on the performance of nurses using Chi-Square. Multivariate analysis using multiple logistic regression test (multiple logistic regression test). This test is used to determine the effect of the independent variables jointly on the dependent variable [25].

III. RESULT AND DISCUSSION

Univariate Analysis

The purpose of the univariate analysis was to explain the frequency distribution or number of communications from the head of the room, planning, directing, discipline, and nurse performance. Then processed and analyzed by researchers, namely as follows:

Table 3.1. Frequency Distribution of Room Head Communication Factors, Planning, Direction, Discipline, and Nurse Performance at Royal Prima Medan Hospital in 2022

No	Variable	Frequency (n=110)	(%)
Communication			
1	Good	70	63,6
	Not Good	40	36,4
Planning			
2	Good	66	60,0
	Not Good	44	40,0
Briefing			
3	Good	62	56,4
	Not Good	48	43,6
Discipline			
4	Good	64	58,2
	Not Good	46	41,8
Nurse Performance			
5	Good	65	59,1
	Not Good	45	40,9

Table 4.1 can be seen that the number of nurses who answered good room head communication was 70 people (63.6%), good planning was 66 people (60.0%), good directions were 62 people (56.4%), good discipline as many as 64 people (58.2%) and good nurse performance as many as 65 people (59.1%).

Bivariate Analysis

To see the effect of communication factors for the head of the room on the performance of nurses at RSU Royal Prima Medan in 2022, it can be seen in table 3.2 below:

Table 3.2. The Effect of Room Head Communication Factors on Nurse Performance at the Royal Prima Medan Hospital in 2022

Communication	Nurse Performance						Pvalue	OR	95% CI
	Good		Not Good		Total				
	Total	%	Total	%	Total	%			
Good	50	71,4	20	28,6	70	100%	0,001	4,16 7	1,828 – 9,496
Not Good	15	37,5	25	62,5	35	100%			
TOTAL	65	59,1	45	40,9	110	100			

From table 3.2, the results of the analysis using the Chi Square test show that there is an effect of the head of the room's communication on the performance of nurses at the Royal Prima Medan Hospital in 2022 ($p=0.001$). To see the effect of the role of planning the head of the room on the performance of nurses at the Royal Prima Medan Hospital in 2022, it can be seen in table 3.3 below:

Table 3.3. The Influence Between the Work Planning Factors for the Head of the Room and the Performance of Nurses at the Royal Prima Medan Hospital in 2022

Planning	Nurse Performance						Pvalue	OR	95% CI
	Good		Not Good		Total				
	Total	%	Total	%	Total	%			
Good	49	74,2	17	25,8	66	100	0,000	5,496	2,209 – 11,517
Not Good	16	36,4	28	63,6	44	100			
TOTAL	65	59,1	45	40,9	110	100			

From table 3.3, the results of the analysis using the Chi Square test show that there is an effect of the role of the head of the room's work planning on the performance of nurses at Royal Prima Medan Hospital in 2022 ($p=0.000$). To see the effect of the role of the head of the room's work direction on the performance of nurses at RSU Royal Prima Medan in 2022, it can be seen in table 3.4 below:

Table 3.4. The Influence Between the Work Directing Factors of the Head of the Room and the Performance of Nurses at the Royal Prima Medan Hospital in 2022

Briefing	Nurse Performance						Pvalue	OR	95% CI
	Good		Not Good		Total				
	Total	%	Total	%	Total	%			
Good	48	77,4	14	22,6	62	100	0,000	6,252	2,701 – 14,471
Not Good	17	35,4	31	64,6	48	100			
TOTAL	65	59,1	45	40,9	110	100			

From table 3.4, the results of the analysis using the Chi Square test show that there is an effect of the role of the head of the room's work direction on the performance of nurses at the Royal Prima Medan Hospital in 2022 ($p=0.000$). To see the effect of the role of the head of the room's work discipline on the performance of nurses at the Royal Prima Medan Hospital in 2022, it can be seen in table 3.5 below:

Discipline	Nurse Performance						Pvalue	OR	95% CI
	Good		Not Good		Total				
	Total	%	Total	%	Total	%			
Good	46	71,9	18	28,1	64	100	0,002	3,632	1,630 – 8,089
Not Good	19	41,3	27	58,7	46	100			
TOTAL	65	59,1	45	40,9	110	100			

From table 3.5, the results of the analysis using the Chi Square test show that there is an effect of the role of the work discipline of the head of the room on the performance of nurses at the Royal Prima Medan Hospital in 2022 ($p=0.002$).

Multivariate Analysis

Table 3.6. Results of Multiple Logistic Regression Factors of Communication, Planning, Direction, and Discipline Head of Room with Nurse Performance at Royal Prima Medan Hospital in 2022

Variable	B	Value p	OR	95% CI	
				Lower	Upper
Communication	1,175	0,028	1,309	1,108	2,882
Planning	1,816	0,005	2,243	1,889	3,659
Briefing	2,092	0,000	3,123	2,045	4,339
Discipline	0,722	0,263	0,486	0,274	1,427

Table 3.6 shows that the Discipline variable will be excluded from the model. Therefore the variables included in the next model are communication factors, planning and directing the head of the room. The final logistic regression model with the enter model can be seen in table 3.7 below:

Table 3.7. Final Results of Multiple Logistic Regression

Variable	B	Value p	OR	95% CI	
				Lower	Upper
Communication	1,387	0,007	1,250	1,092	2,682
Planning	1,537	0,002	1,783	2,281	3,574
Briefing	2,103	0,000	3,112	2,045	4,332

After conducting multivariate analysis, it was found that the factors were communication, planning, and the work direction of the head of the room affects the performance of nurses at the Royal Prima Medan Hospital in 2022. Table 3.7 shows that the variable that has the most dominant influence on Nurse Performance is the work direction variable ($p=0.000$; $OR=3.112$; $CI=2.045-4.332$) meaning that good work direction for the head of a room has a risky chance 3 times greater than poor work direction good for the performance of nurses at the Royal Prima Medan Hospital in 2022. The multivariate analysis shows that there is a significant influence on the independent variables simultaneously affecting the dependent variable. The independent variable is able to explain 43% of the dependent variable which can be seen from the Nagelkerke Square value of 0.43. While the other 57% can be explained by other factors outside the independent variables in the logistic regression results equation.

DISCUSSION

The Influence of Room Head Communication Factors on Nurse Performance

Based on the results of the research that has been done, the results of the analysis using the Chi Square test show that there is an effect of work planning for the head of the room on the performance of nurses at the Royal Prima Prima Hospital in Medan in 2022 ($p=0.001$). The results of this study are in line with research conducted by Dehaghani showing that there is a significant influence between the interpersonal communication of the head of the room and the job satisfaction of nurses [18]. Likewise, research conducted by Lolita shows that organizational communication contributes to nurse job satisfaction [19]. The results of Rudianti's research also show that there is an influence between the head of the room's communication and the performance of nurses [20]. So also the results of the study stated that the work motivation of implementing nurses had an effect on the implementation of implementing nurse communication. The influence of the head of the room's communication on the performance of nurses because communication is a very important value in a job, especially work that affects patient health. A leader is said to be good if he is able to communicate well with his subordinates. Because from the communication made by the head nurse, they will know complaints that can trigger the nurse's lack of performance.

In this study, researchers assumed that the head of the room was able to communicate well with working nurses, this can be seen from the good work motivation of nurses. In addition, from observations in the field, the researchers found that the nurses in the room were friendly towards the working nurses. Communication is an important element in moving or directing subordinates. The application of good communication between managers and nursing staff can avoid misperceptions. Communication can be done vertically (top-down) or horizontally (sideways). Good communication is communication that is carried out openly between two or more people to convey and forward valuable messages from and outside the organization. Communication can be done verbally or non-verbally. A nurse manager is expected to be able to keep abreast of information technology developments by using various modern media as a means of obtaining information and communicating effectively, even when the leader is not in place. The implementation of communication in the inpatient room is carried out through transfer/handover activities, conferences (pre, middle, post), case discussions, nursing rounds, meetings and other activities [26].

The Influence of Room Head Work Planning Factors on Nurse Performance

Based on the results of the research that has been done, the results of the analysis using the Chi Square test show that there is an effect of the work planning of the head of the room on the work motivation of nurses at the Royal Prima Medan Hospital in 2022 ($p=0.000$) This research is in line with Perceka's research which states that there is an effect of planning and directing the head of the room on the

performance motivation of nurses [27]. It should be noted that the effectiveness of a leader can be seen from the level of work productivity and work motivation of his subordinates, this is obtained from the ability of a leader to plan, guide, carry out planning and direct the implementation and supervision of work that his subordinates can understand. But not least in an organization if the leadership of a person does not match the management function, then the nurse's performance decreases because the low motivation of his subordinates does not support the performance of the organization. Loss or decreased motivation such as laziness and lack of enthusiasm often occur in work routines.

This happens because the work atmosphere is not comfortable and there is no punish and reward applied in an organization, so that a leader is able to motivate his subordinates by setting an example for his subordinates, directing, supervising and coaching his subordinates so that they are more motivated and passionate to carry out the work that is given. Adequate and effective planning will encourage the management of existing resources where the head of the room must identify long-term goals and short-term goals and make changes [28]. Suarli and Bahtiar (2009) state that planning is very important because it reduces future uncertainty, focuses attention on each unit involved, makes activities more economical, allows supervision [29]. Planning nursing activities in the inpatient room will provide guidance and facilitate the implementation of an activity to achieve the goals of service and nursing care to clients. Planning in the inpatient room involves all personnel starting from the implementing nurse, team leader and head of the room. Without adequate planning, the health service management process will fail [28] and planning is a decision in the future about what, who, when, where, how much, and how will be done to achieve certain goals that can be reviewed from processes, functions and decisions [29]. Planning provides information to coordinate work accurately and effectively [30].

The Influence of Work Direction Factors for Room Heads on Nurse Performance

Based on the results of the research that has been done, the results of the analysis using the Chi Square test show that there is an effect of directing the work of the head of the room on the performance of nurses at the Royal Prima Medan Hospital in 2022 ($p=0.000$). This research is in line with Mulyono's research (2013) which was conducted at Level III Ambon Hospital, where the results of the regression test in his research found that directions from the head of the room had a strong influence on nurse performance with a regression coefficient (B: -0.347) and p value: 0.019 ($p<0.05$). Likewise with the results of research conducted by Nainggolan (2010), it was found that there was an effect of implementing the supervision of the head of the room on the performance of the implementing nurse. The results of this study were almost the same as the research of Raodhah (2017), also obtained the effect of the role of the head of the room on the performance of nurses in the inpatient room of Syekh Yusuf Hospital, Gowa Regency (variable planning ($p=0.014$), organizing ($p=0.008$), directing ($p=0.024$), Supervision/Control ($p=0.009$) of all the roles of room heads associated with nurse performance can be obtained ($p=0.014$). According to the researchers' assumptions, there is an effect of directing room heads on nurse performance because direction is one that generates enthusiasm or motivation for a nurse to do the job.

This is because, with the direction from the head of the room to the working nurse, the working nurse will feel guided and monitored to be able to complete her work according to nursing care. Leadership style has a major influence on the performance motivation of nurses, because a leader is someone who is able to influence and direct others so that they have the motivation to achieve the goals to be achieved in certain situations, so finally it must be realized that the role of leadership in an organization is very important and very decisive in achieving the goals that have been set before. If the leadership style is good, the employee's work motivation will be higher, and vice versa if the leadership style is not good, the work motivation will be lower, so that there is a dependence between work motivation and leadership where leaders can influence morale, job satisfaction and quality of work life in order to increase motivation.

Work. So that it can be said that the success of a leader in mobilizing others can be seen if he is able to create motivation according to the circumstances of his subordinates and their work [11]. In addition, the factors that affect the work motivation of nurses are awards, opportunities to improve skills and education, opportunities for career advancement, completing work as expected by leaders, freedom of expression [4]. One of the quality control activities for nursing services can be carried out with supervision activities

which are mainly carried out by the head of the room. Through supervision activities it will be known whether nursing care for patients can be carried out correctly by nurses. This is supported by the theory according to Nursalam [4] when viewed from a management point of view, supervision can improve: 1) Work effectiveness, this increase in work effectiveness has a strong influence on the increasing knowledge and skills of subordinates, as well as the more fostered influence and a more harmonious working atmosphere between superiors and subordinates. 2) Work efficiency, this increase in work efficiency is closely related to the reduction in mistakes made by subordinates which can be prevented and therefore the use of resources (manpower, funds and facilities) is wasted.

The Influence of Head of Room Discipline on Nurse Performance

Based on the results of the research that has been done, the results of the analysis using the Chi Square test show that there is an influence of the work discipline of the head of the room on the performance of nurses at RSU Royal Prima Medan in 2022 ($p=0.002$). The results of this study are in line with the research conducted by Adhar and Ryman which analyzed the influence of the work discipline of the head of the room on the performance of nurses in the inpatient room of the Undata Hospital Palu, with the conclusion that there is an effect of the work discipline of the head of the room on the performance of nurses in the inpatient room of the Undata Hospital Palu, and obtained p value 0.004 [33]. This study is also in line with Alessandra [34], that in his research conducted using chi square, a p value = 0.000 or a p value <0.05 was obtained. Thus, H_0 is rejected and H_a is accepted so that it can be concluded that there is a significant influence between the work discipline of the head of the room and the performance of inpatient nurses. Likewise, the results of Mardianto's research (2016) which stated that in his research there was an influence between discipline and nurse performance. Many factors affect work discipline, one of which is leadership. Several studies related to leadership, among others, stated that the existence of leaders in organizations or companies is very important because leaders have a very strategic role in achieving company goals, without good leadership it will be difficult to achieve organizational goals (Darwanti, 2013).

A good leader can take the time to give directions to nurses, foster work motivation for nurses, foster workers' self-confidence, can assign subordinates to carry out tasks, invite nurses to comply with applicable rules, create clear work procedures to workers, can work together, so that their subordinates can work well, have high enthusiasm, and have high discipline and responsibility towards their duties (Sasmita, 2015). As Suwarno's research [35] found a positive and significant effect that pay and the physical work environment simultaneously have on nurse job satisfaction, research is also needed, especially those that have a correlation with work engagement such as job satisfaction and organizational member behavior. Thus, it can be said that increasing leadership commitment in carrying out tasks according to work procedures, a safe and comfortable work environment, a fair reward and punishment system, the influence of good teamwork, work placements that match the skills and knowledge of nurses will directly increase motivation. nurse performance. The influence of leadership on performance can be digested from the definition of leadership itself. According to Yulk in Sunyoto (2011) Leadership is the process of influencing others to understand and agree with what they have to do and how to do the task effectively, as well as the process of facilitating individual and group efforts to achieve common goals.

Leadership reflects the assumption that leadership is related with the process carried out by someone to influence others, guide, create structures, facilitate activities and influence within a group or organization. According to Greenberg & Baron in Sunyoto (2011) leadership is a process in which a leader influences individuals or group members to achieve goals. From this definition it can be concluded that leadership is the process by which a leader influences his subordinates to achieve a goal and to achieve this goal, the leader uses various ways so that subordinates are willing to do something voluntarily. Meanwhile, according to Luthan (2006) various surveys indicate that some employees believe that it is the leader who directs the culture and creates situations that can make employees happy and successful, not the company. A person's success can be judged by his performance because according to Mangkunegara (2005) performance is the result of work as a whole. the quality and quantity achieved by a person in carrying out their duties in accordance with their responsibilities.

IV. CONCLUSION AND SUGESTION

CONCLUSION

Based on the results of research that has been conducted to look for factors that influence the leadership style of the head of the room on the performance of nurses in the inpatient room at the Royal Prima Medan Hospital in 2022, several conclusions can be drawn, namely: There is a significant influence between the role of the head of the room communication and performance nurse in the inpatient room at the Royal Prima Medan Hospital. Year 2022 ($p=0.001$). There is a significant influence between the role of the head of the room's work planning and the performance of nurses in the inpatient room at the Royal Prima Hospital Medan in 2022 ($p=0.000$). Likewise, there is a significant influence between the role of the head of the room's work direction and the performance of nurses in the inpatient room at the Royal Prima Medan Hospital in 2022 ($p=0.000$). And there is also a significant influence between the role of the head of the room's work discipline and the performance of nurses in the inpatient room at the Royal Prima Medan Hospital in 2022 ($p=0.002$) The conclusion of the four variables studied, there is one variable that most dominantly influences the performance of nurses in inpatient rooms at the Royal Prima Medan Hospital in 2022 ($p=0.002$), namely work direction for the head of the room

SUGESTION

Suggestions from the results of this study as information material to add insight and also for reference that can be used in further research. In addition, the results of this study are expected to be a guide in writing research reports and add experience in the field of research, especially regarding the influence of the leadership of the head of the room on the performance of inpatient nurses. For further research, it is hoped that the results of this study can provide a reference for developing further studies and further research should add more independent variables and conduct research using different methods, expand the population and increase the sample so that other factors that affect nurse performance can be found. In this study there were several limitations of the study, among others, this study used a cross-sectional design making it difficult to determine cause and effect because risk and effect data were collected at the same time. There were several respondents who were assisted or influenced by other people who accompanied the respondents in answering research questions, which could lead to information bias in research. There are factors that obtain different results from previous research, so further research is needed with different methods or a larger number of samples. There are factors that obtain different results from previous research, so further research is needed with different methods or a larger number of samples.

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