

**PENGARUH KEPEMIMPINAN SPIRITUAL, KECERDASAN
SPIRITUAL, MOTIVASI KERJA DAN KEDISIPLINAN KERJA
TERHADAP KINERJA PERAWAT DI INSTALASI GAWAT DARURAT
RUMAH SAKIT DAERAH DI BALI**

MADE ANI SUPRAPTA

ABSTRAK

Tujuan penelitian untuk mengetahui dan menjelaskan pengaruh kepemimpinan spiritual, kecerdasan spiritual, motivasi kerja dan kedisiplinan kerja terhadap kinerja perawat. Penelitian dilaksanakan pada perawat di Instalasi Gawat Darurat Rumah Sakit Daerah di Bali. Desain penelitian menerapkan teknik survei menggunakan kuesioner pada 189 responden mengacu pada formula Slovin dikoreksi dengan rumus Warwich dan Lininger. Metode pengumpulan data menggunakan kuesioner dan data hasil penelitian dianalisis dengan teknik statistik deskriptif dan statistik inferensial model persamaan struktural (*Structural Equation Modeling and Partial Least Squares* (SEM-PLS)). Cara pengambilan sampel dengan membagi menjadi 6 tempat area rumah sakit dan masing– masing area ada beberapa sampel sesuai proporsinya. Hasil penelitian menunjukkan bahwa: (1) deskripsi kuantitatif variabel kepemimpinan spiritual, kecerdasan spiritual, motivasi kerja, kedisiplinan kerja, dan kinerja perawat pada ketegori sangat tinggi, (2) Model hubungan antar variabel yang berpengaruh terhadap kinerja perawat terbukti secara empiris. (3) kepemimpinan spiritual berpengaruh secara langsung terhadap kedisiplinan kerja, (4) kepemimpinan spiritual berpengaruh secara langsung positif dan signifikan terhadap kinerja perawat, (5) kecerdasan spiritual berpengaruh secara langsung positif dan signifikan terhadap kedisiplinan kerja, (6) kecerdasan spiritual berpengaruh secara langsung positif dan signifikan terhadap kinerja perawat, (7) motivasi kerja berpengaruh secara langsung positif dan signifikan terhadap kedisiplinan kerja, (8) motivasi kerja berpengaruh secara langsung positif dan signifikan terhadap kinerja perawat, (9) kedisiplinan kerja berpengaruh secara langsung positif dan signifikan terhadap kinerja perawat, (10) kepemimpinan spiritual berpengaruh secara tidak langsung terhadap kinerja perawat melalui kedisiplinan kerja, (11) kecerdasan spiritual berpengaruh secara tidak langsung terhadap kinerja perawat melalui kedisiplinan kerja, (12) motivasi kerja berpengaruh secara tidak langsung terhadap kinerja perawat melalui kedisiplinan. Temuan penelitian ini bahwa kepemimpinan spiritual berpengaruh secara langsung paling kuat terhadap kinerja perawat, selain itu juga berpengaruh secara tidak langsung paling kuat terhadap kinerja perawat melalui kedisiplinan kerja, temuan yang lain bahwa kedisiplinan kerja selain berpengaruh langsung terhadap kinerja perawat, juga mampu memediasi kecerdasan spiritual dan motivasi kerja terhadap kinerja perawat. Berdasarkan hasil dan temuan pada penelitian ini disarankan untuk menerapkan kepemimpinan spiritual, kecerdasan spiritual dan motivasi kerja serta kedisiplinan kerja untuk meningkatkan kinerja perawat di instalasi gawat darurat di rumah sakit.

Kata-kata kunci: kepemimpinan spiritual, kecerdasan spiritual, motivasi kerja, kedisiplinan kerja, kinerja perawat

THE INFLUENCE OF SPIRITUAL LEADERSHIP, SPIRITUAL INTELLIGENCE, WORK MOTIVATION AND WORK DISCIPLINE ON NURSES' PERFORMANCE IN EMERGENCY INSTALLATIONS REGIONAL HOSPITAL IN BALI

MADE ANI SUPRAPTA

ABSTRACT

The aim of the research is to determine and explain the influence of spiritual leadership, spiritual intelligence, work motivation and work discipline on nurse performance. The research was carried out on nurses in the Emergency Department of Regional Hospitals in Bali. The research design applied a survey technique using a questionnaire on 189 respondents referring to the Slovin formula corrected by the Warwick and Lininger formula. The data collection method used a questionnaire and the research data were analyzed using descriptive statistical techniques and inferential statistics of structural equation models (Structural Equation Modeling and Partial Least Squares (SEM-PLS)). The sample collection method is divided into 6 hospital areas and each area has several samples according to their proportions. The results of the research showed that: (1) quantitative description of the variables of spiritual leadership, spiritual intelligence, work motivation, work discipline, and performance in the very high category, (2) The model of the relationship between variables that influence nurse performance has been proven empirically (3) spiritual leadership has a direct effect on work discipline, (4) spiritual leadership has a direct positive and significant effect on nurse performance, (5) spiritual intelligence has a direct positive and significant effect on work discipline, (6) spiritual intelligence has a direct positive and significant effect on nurse performance, (7) work motivation has a direct positive and significant effect on work discipline, (8) work motivation has a direct positive and significant effect on nurse performance, (9) work discipline has a direct positive and significant effect on nurse performance, (10) spiritual leadership has a direct effect indirectly on nurse performance through work discipline, (11) spiritual intelligence has an indirect effect on nurse performance through work discipline, (12) work motivation has an indirect effect on nurse performance through discipline. The findings of this research are that spiritual leadership has the strongest direct influence on nurse performance, besides that it also has the strongest indirect influence on nurse performance through work discipline. Another finding is that work discipline, apart from having a direct influence on nurse performance, is also able to mediate spiritual intelligence and work motivation on nurse performance. Based on the results and findings of this research, it is recommended to apply spiritual leadership, spiritual intelligence and work motivation as well as work discipline to improve the performance of nurses in emergency installations in hospitals.

Keywords: spiritual leadership, spiritual intelligence, work motivation, work discipline, nurse performance.