

**ANALYSIS CORRELATION LEADERSHIP WITH THE EMPLOYEES  
OF CAREER DEVELOPMENT IN  
THE ADMINISTRATION SECTION  
OF MENUR PSYCHIATRIC HOSPITAL  
EAST JAVA 2019**

Ayu Putri Dayan Lestari

**ABSTRACT**

Based on the result of previous studies, only 17,1 % of employees of the General and Staffing Subdivision assessed career development in the good category. One of the factors that affect employee career development is leadership. Leadership mostly can determine success or failure of an organization.

The purpose of this study is to analyze correlation leadership and the employees career development in The Administration Section of Menur Psychiatric Hospital East Java 2019. This research type is an observational study with analytical research design using quantitative methods based on the time of this study is cross sectional study. This research population were 82 employees in part of Administration. Sampling was done by saturation sampling technique which is the entire population studied.

The results show that the leadership style of the Head of Administration has the lowest average total in trait indicator was 2,18; habit indicator was 2,09; temperament indicator was 3,26, character indicator was 2,73 and personality indicator was 3,24. For career development indicators the lowest average total in career needs was 2,68; moral support was 2,15; material support was 2,24; training was 2,37; fairness of career was 2,25; career information was 2,62; promotion was 2,86; mutation was 2,08; exact placement was 3,24; and workforce development was 3,37. Based on the Spearman correlation results, the relationship between the leadership and the employees career development in the part of Administration is found. Suggestions that can be given are expected that the Head of Division will give more attention to all employees and the hospital has to administer work mutations to employees by adjusting their interests and abilities.

Keywords: correlation, leadership, career development

**ANALISIS HUBUNGAN KEPEMIMPINAN DENGAN PENGEMBANGAN  
KARIR PEGAWAI BAGIAN TATA USAHA  
DI RUMAH SAKIT JIWA MENUR  
PROVINSI JAWA TIMUR  
TAHUN 2019**

Ayu Putri Dayan Lestari

**ABSTRAK**

Berdasarkan hasil penelitian sebelumnya hanya sebesar 17,1% pegawai Sub Bagian Umum dan Kepegawaian yang menilai pengembangan karir dengan kategori baik. Salah satu faktor yang mempengaruhi pengembangan karir pegawai adalah kepemimpinan. Kepemimpinan sebagian besar dapat menentukan keberhasilan atau kegagalan suatu organisasi.

Tujuan penelitian ini adalah menganalisis hubungan kepemimpinan dengan pengembangan karir pegawai di Bagian Tata Usaha Rumah Sakit Jiwa Menur Provinsi Jawa Timur Tahun 2019. Jenis penelitian ini adalah penelitian observasional dengan rancangan penelitian analitik menggunakan metode kuantitatif berdasarkan waktu penelitian ini bersifat *cross sectional study*. Populasi penelitian ini adalah pegawai Bagian Tata Usaha dengan jumlah 82 orang. Pengambilan sampel dilakukan dengan teknik sampling jenuh yaitu seluruh populasi diteliti.

Hasil penelitian menunjukkan pada indikator kepemimpinan Kepala Bagian Tata Usaha memiliki nilai rerata terendah yaitu sifat 2,18; kebiasaan 2,09; tempramen 3,26; watak 2,73; dan kepribadian 3,24. Untuk indikator pengembangan karir nilai rerata terendah yaitu kebutuhan karir 2,68; dukungan moril 2,15; dukungan materil 2,24; pelatihan 2,37; perlakuan adil dalam berkarir 2,25; informasi karir 2,62; promosi 2,86; mutasi 2,08; penempatan dengan tepat 3,24; dan pengembangan tenaga kerja 3,37. Berdasarkan hasil korelasi *spearman* didapatkan hubungan antara kepemimpinan Kepala Bagian dengan pengembangan karir pegawai di Bagian Tata Usaha. Saran yang dapat diberikan yaitu diharapkan Kepala Bagian pimpinan memberikan perhatian lebih kepada semua pegawai dan rumah sakit melakukan mutasi kerja pada pegawai dengan menyesuaikan minat dan kemampuannya.

Kata kunci : hubungan, kepemimpinan, pengembangan karir pegawai