

ABSTRAK

Gaya kepemimpinan dalam penelitian di jurnal menyatakan kurang puas dengan persentase 65% penyebab ketidakpuasan perawat beraneka ragam mulai dari penghasilan rendah, kondisi kerja kurang memadai, hubungan sesama rekan kerja tidak harmonis, kurangnya motivasi dalam bekerja, perawat tidak disiplin, pemimpin tidak memberikan solusi yang jelas. Maka dari itu tujuan dari penelitian *literature review* ini untuk mengidentifikasi hubungan gaya kepemimpinan kepala ruangan terhadap kepuasan kerja perawat di rumah sakit dengan pendekatan *literature review*. Studi *literature review* ini diperoleh dari penelusuran artikel penelitian ilmiah dari rentang tahun 2011-2021 dengan menggunakan *Google Scholar*, Garuda, Neliti, dan *Science Publishing*. Terdapat 10 jurnal yang sesuai dengan kriteria inklusi dan sesuai dengan pertanyaan penelitian. Semua artikel yang di dapat menyatakan bahwa macam-macam gaya kepemimpinan ada sembilan gaya yaitu gaya dictator, gaya demokratis, gaya *laissez faire*, gaya partisipatif, gaya otoriter, gaya transaksional, gaya transformasional, gaya situasional. Sedangkan berbagai artikel menjelaskan bahwa adanya hubungan gaya kepemimpinan kepala ruang dengan kepuasan kerja perawat. organisasi yang bergerak pada bidang pelayanan kesehatan maka gaya kepemimpinan yang cocok adalah gaya demokratis karena dapat meningkatkan kepuasan kerja perawat di rumah sakit. Kepala ruangan harus memperhatikan kepuasan kerja perawat dengan tidak memberikan beban kerja yang melebihi shift, memberikan pelatihan kepada perawat, dan memberikan penghargaan kepada perawat yang berprestasi.

Kata Kunci : Gaya Kepemimpinan, Kepuasan Kerja

ABSTRACT

The leadership style in researched in the journal stated that they were not satisfied with the percentage of 65% of the caused of nurse dissatisfaction, ranging from low income, inadequate working conditions, disharmony among co-workers, lack of motivation at worked, undisciplined nurses, leaders not providing cleared solutions. Therefore, the purpose of this literature review was to identified the relationship between the leadership style of the head of the room and the job satisfaction of nurses in hospitals with a literature review approached. This literature review studied was obtained from searching scientific researched articles from 2011-2021 used google scholar, garuda, neliti, and science publishing. There were 10 journals that match the inclusion criteria and according to the researched question. All articles that could state that there were nine styles of leadership styles, namely dictatorial style, democratic style, laisses faire style, participatory style, authoritarian style, transactional style, transformational style, and situational style. Meanwhile, various articles explained that there was a relationship between the leadership style of the head of the room and the job satisfaction of nurses. For organizations that were engaged in health services, the appropriate leadership style was a democratic style because it could increase the job satisfaction of nurses in hospitals. The head of the room must pay attention to the job satisfaction of nurses by not providing a workload that exceeds shifts, providing training to nurses, and giving awards to nurses who excel.

keywords: leadership style, job satisfaction