



Relationship between Head of Room Leadership Style and Level of Job Satisfaction of Nurses in Inpatient Room of Tajuddin chalid Hospital

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ABSTRACT

Career is all work that exists as long as a person works or it can also be said that a career is all positions occupied or all levels of education followed in the work life of a person. This research uses an analytic survey using a cross sectional study approach, where the aim is to identify related to efforts to develop a nurse's career. This research was conducted at Dr. Hospital. Tajuddin Chalid Makassar. The sample size in this study was 40 respondents who fit the inclusion criteria. Data collection was carried out by observing and distributing questionnaires to respondents, where to see factors related to efforts to develop a nurse's career. In this study, the chi-square test was used with the correction of the Fisher's exact test at a significance level of $\alpha = 0.05$. Based on the research results, it was found that there was a relationship between education and efforts to develop a nurse's career ($p=0.000$), there was a relationship between tenure and efforts to develop a nurse's career ($p=0.027$). Also, there was a relationship between motivation and efforts to develop a nurse's career ($p=0.004$). The conclusion in this study is that there is a relationship between education, years of service, and motivation on career development efforts. The suggestions in this study are expected to be useful for the community as reading material and also as reference material for people who want to know more about the development of the nursing profession. Based on the research results, it was found that there was a relationship between education and efforts to develop a nurse's career ($p=0.000$), there was a relationship between tenure and efforts to develop a nurse's career ($p=0.027$). Also, there was a relationship between motivation and efforts to develop a nurse's career ($p=0.004$). The conclusion in this study is that there is a relationship between education, years of service, and motivation on career development efforts. The suggestions in this study are expected to be useful for the community as reading material and also as reference material for people who want to know more about the development of the nursing profession. Based on the research results, it was found that there was a relationship between education and efforts to develop a nurse's career ($p=0.000$), there was a relationship between tenure and efforts to develop a nurse's career ($p=0.027$). Also, there was a relationship between motivation and efforts to develop a nurse's career ($p=0.004$). The conclusion in this study is that there is a relationship between education, years of service, and motivation on career development efforts. The suggestions in this study are expected to be useful for the community as reading material and also as reference material for people who want to know more about the development of the nursing profession. The conclusion in this study is that there is a relationship between education, years of service, and motivation on career development efforts. The suggestions in this study are expected to be useful for the community as reading material and also as reference material for people who want to know more about the development of the nursing profession. The conclusion in this study is that there is a relationship between education, years of service, and motivation on career development efforts. The suggestions in this study are expected to be useful for the community as reading material and also as reference material for people who want to know more about the development of the nursing profession.

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INTRODUCTION

Career is a sequence of behavioral activities related to work and attitudes, values and aspirations related throughout one's life (Faustino, 2005). According to Rivai (2006) career is all work owned or carried out by individuals during their lifetime. So many changes and developments have occurred in the world and are challenges and opportunities for the nursing profession and people. Change itself has become the norm and creates an environment in which the individual must be in control of his or her career.

Nurses can no longer depend on others to design their future career. Continuous career planning is a strategy that can offer a variety of ways to respond to short-term and long-term changes in the profession, health care, or workplace. (<http://www.inna-ppni.or.id> access 5 July 2013).

ICN gathers 13 million nurses worldwide which is 80% of the overall health workforce. ICN was founded in 1899. The Nursing Professional Organization in Indonesia known as the Indonesian National Nurses Association (PPNI) or the Indonesian Nurses Association (INNA) was founded on March 17, 1974 which is a forum for more than 300,000 Indonesian nurses who have management spread throughout Indonesia, namely one Central Executive domiciled in the State Capital, 32 Provincial Executives, 358 Regency/City Administrators and more than 2,500 PPNI Commissariats. (<http://pusdik.nakes.or.id> access 5 July 2013).

Currently there are around 250,000 nurses in Indonesia, of which 23,000 graduates from the D3 degree in nursing annually graduate. In terms of numbers, this is still not appropriate when compared to the number of Bachelor of Nursing graduates who have only reached 6,000 people. (<http://www.inna-ppni.or.id> access 5 July 2013).

The results of the 1997 Ministry of Health survey showed that health workers throughout Indonesia, especially nurses, were around 211,422 nurses out of 769,832 health workers throughout Indonesia.

As for 2012, it is planned that all health workers will need 1,305,000 health workers and 355,441 professional nurses. Overall, it seems that the number of development and provision of health workers in 2012 was quite balanced.

However, when viewed more specifically the development for several categories of professional health is still insufficient, namely one of them is nurses. Nursing as a profession and nurses as professionals are responsible for providing services according to their competence and authority independently or in collaboration with other members of the health team. Quality nursing services is a goal to be achieved for nurses.

However, the current reality is that nurses have not carried out their role optimally, so there are still many public complaints about health or nursing services in Indonesia. Problems in nursing services that are often found and often occur include the lack of nurses who have higher education or adequate skills, the implementation of nursing actions that are not in accordance with the SOP, the lack of the number of nurses so that the workload increases, poor communication with patients, lack of incentives, lack of satisfaction, the impact of changes in the organizational structure of the hospital as well as the problem of nurse career development, this will have an impact on the performance of nurses in carrying out professional nursing care.

Realizing this, the government has issued civil servant career development regulations in Article 12 paragraph 2 of Law no. 43 of 1999 which states that in the context of efforts to improve quality and skills and foster enthusiasm for work,

it is necessary to carry out the development of PNS as well as possible on the basis of a career system and work performance system so that the talents and abilities that exist in each PNS can be developed as a whole. reasonable.

Starting from this policy, the career development of health workers, especially nurses working in hospitals and health centers, is based on two development paths, namely structurally through education, training and mutation as well as functionally through the accreditation system.

According to research conducted by Isnaeni (2012) at the Laburan Baji Hospital, Makassar, out of 153 samples of nurses, from the educational aspect, there were more Diploma III in nursing, around 70 people (45.7%) of employees whose educational level was only at the SPK level. SPR/SPB around 64 people (41.8%), while the training looks low only around 60.7%. This shows that the career development of nurses in each hospital is different and is influenced by several factors such as motivation, interest, employee opportunities and leadership support as well as the availability of educational funds.

According to Wahyudi's research (2007) in Rahayu Ningtias (2009), said that there is a significant relationship between work climate and job satisfaction, while job satisfaction is needed to spur better work performance.

Based on data obtained from the management of RSUP Wahidin Sudirohusodo Makassar, the total number of nurses in the nursing unit in 2006 was 503 people, with details of S1 totaling 13 people (2.58%), D IV totaling 41 people (8.15%), D III Nursing 292 people (58.05%), D III Midwifery 11 people (2.18%), SPK 110 people (21.86%), midwives 25 people (4.97%), and 11 people (2, 18%) with incomplete data.

RS Dr. Tajuddin Chalid Makassar is a type B educational hospital and also a referral center for Orthopedic Surgery in South Sulawesi Province, which according to secondary data in 2017 the number of civil servants as many as 354 people. This data was taken from the data of the nursing department on July 8 2013 with details of the number of staff with an undergraduate degree in nursing as many as 17 people, D III nursing as many as 73 people.

METHOD AND ANALYSIS

The research design used in this research is quantitative with an analytic survey research design with a "Cross Sectional" approach. This research was conducted at Dr. Hospital. Tajuddin Chalid Makassar. The number of samples is 40 people drawn by total sampling technique.

RESEARCH RESULT

a. Characteristics of Respondents

Sample size is taken with using accidental sampling where to use a cross-sectional approach, namely a study where variables including risk factors and variables including effects were observed at the same time, namely as many as 40 people. In this study, the sample criteria included inclusion criteria and exclusion criteria (Sugiono, 2001).

Data collection is done by giving a questionnaire. After the data has been collected, a data completeness check is carried out and then the data is processed. In the following, the researcher will present the frequency distribution of respondents based on age and gender, as well as present a

univariate analysis of each variable by producing a frequency distribution and bivariate analysis to find out the relationship of each variable using a test. Chi-Square with Fisher's Exact Test correction for significance level $\alpha=0.05$.

1. Characteristics of Respondents

Table.1 Frequency Distribution of Respondents by Age Group in Nurses

Age	n	%
20-30	6	15.0
30-40	27	67.5
41-55	7	17.5
Total	40	100.0

Source: Primary Data, 2022

The table above shows that of the 40 respondents, there were 6 (15.0%) respondents aged 20-30 years, 27 (67.5%) respondents aged 30-40 years, and 7 (17.5%) respondents aged 41-55 years.

Table.2 Frequency Distribution of Respondents by Gender in Nurses

Gender	N	%
Man	10	25.0
Woman	30	75.0
Total	40	100.0

Source: Primary Data, 2022

The table above shows that of the 40 respondents, there were 10 (25.0%) male respondents, and 30 (75.0%) female respondents.

2. Univariate analysis

Table.3 Frequency Distribution of Respondents by Education

Education	n	%
Tall	32	80.0
Low	8	20.0
Total	40	100.0

Source: Primary Data, 2022

Table 4.3 shows that of the 40 respondents, there were 32 (80.0%) respondents with high education and 8 (20.0%) respondents with low education.

Table. 4 Frequency Distribution of Respondents by Working Period

Years of service	n	%
long	27	57.5
new	3	32.5
Total	40	100.0

Source: Primary Data, 2022

From table 4.4 it shows that of the 40 respondents, there were 27 (57.5%) respondents who had a long working period, and as many as 8 (20.0%) respondents who had a new working period.

Table.5 Frequency Distribution of Respondents According to Motivation

Motivation	n	%
Tall	37	92.5
Low	3	7.5
Total	40	100.0

Source: Primary Data, 2022

Table 4.5 shows that of the 40 respondents, there were 37 (92.5%) respondents with high motivation, and 3 (7.5%) respondents with low motivation.

Table.6 Frequency Distribution of Respondents According to Nurse Career Development

Nurse Career Development Efforts	n	%
Good	33	82.5
Not enough	7	17.5
Total	40	100.0

Source: Primary Data, 2022

Table 4.6 shows that of the 40 respondents, there were 33 (82.5%) respondents whose career development efforts were good, and 7 (17.5%) respondents whose career development efforts were lacking.

Table.7 The Relationship Between Education and Nurse Career Development Efforts

Education	Career Development Efforts				total		P
	Good		Not enough		n	%	
	n	%	n	%			
Tall	31	96.9	1	3.1	32	100	0.000
Low	2	25.0	6	75	8	100	
Total	33	82.5	7	17.5	40	100	

Source: Primary Data, 2022

The table above shows that of the 40 respondents, there were 32 (100.0%) respondents with higher education, 31 (96.9%) respondents whose efforts to develop a nurse's career were good, and as many as 1 (3.1%) respondents whose efforts to develop nursing career is lacking.

Meanwhile, out of 8 (100.0%) respondents with low education, 2 (25.0%) respondents had good career development efforts, and 6 (75.0%) respondents had poor career development efforts.

Based on the results of the chi-square statistical test with the Fisher's Exact Test correction between the education variable and the nurse's career development effort variable,

$p = 0.000$ ($\alpha=0.05$) which means there is a relationship between education and efforts to develop a nurse's career.

Table.8 The Relationship Between Tenure With Development Effort Nurse Career

Years of service	Career Development Efforts				total		P
	Good		Not enough		n	%	
	n	%	n	%			
Long	25	92.6	2	7,4	27	100	0.000
New	8	61.5	5	38.5	13	100	
Total	33	82.5	7	17.5	40	100	

Source: Primary Data, 2022

Based on table 4.8 it shows that of the 40 respondents, there were 27 (100.0%) respondents with long working tenure, 25 (92.6%) respondents whose efforts to develop a nurse's career were good, and as many as 2 (7.4%) respondents who efforts to develop a nurse's career are lacking. Meanwhile, from 13 (100.0%) respondents who had just worked, 8 (61.5%) respondents had good career

development efforts, and 5 (38.5%) respondents had poor career development efforts.

Based on the results of the chi-square statistical test with the Fisher's Exact Test correction between the variables of length of service and the variables of nurse's career development efforts, $p = 0.027$ ($\alpha=0.05$) which means there is a relationship between years of service and efforts to develop a nurse's career.

Table 9. Relationship Between Motivation and Nurse Career Development Efforts

Motivation	Career Development Efforts				total		P
	Good		Not enough		n	%	
	n	%	n	%			
Tall	33	89.2	4	10,8	37	100	0.004
Low	0	0.0	3	100	3	100	
Total	33	82.5	7	17.5	40	100	

Source: Primary Data, 2022

The table shows that out of 40 respondents there were 37 (100.0%) respondents who had high motivation, 33 (89.2%) respondents whose efforts to develop a nurse's career were good, and as many as 4 (10.8%) respondents whose efforts to develop nursing career is lacking. Meanwhile, from 3 (100.0%) respondents who had low motivation, 0 (0.0%) respondents had good career development efforts, and 3 (100.0%) respondents had insufficient career development efforts.

Based on the results of the chi-square statistical test with the Fisher's Exact Test correction between the motivation variable and the nurse's career development effort variable, $p = 0.004$ ($\alpha=0.05$) which means there is a relationship between motivation and efforts to develop a nurse's career

DISCUSSION

a. Relationship Between Education and Nurse Career Development Efforts

From the results of data analysis using the chi-square statistical test with the Fisher's exact test correction between the education variable and the nurse's career development effort variable, it was obtained that the value of $p = 0.000$ is smaller than the value $\alpha=0.05$. These results mean that the alternative hypothesis is accepted, which means that there is a relationship between education and efforts to develop a nurse's career. This is in accordance with the opinion of Notoatmodjo, (2006) explaining that education in general is

all planned efforts to influence other people, be it individuals, groups or communities, so that they do what is expected by educational actors. From this limitation it is implied that the elements of education are: 1) Input is the target of education (individuals, groups, communities) and educators (educational actors), 2) Process (planned efforts to influence others), 3) Output (doing what expected or behavior).

Based on the results of the study there were 40 respondents, 32 (100.0%) of respondents had higher education, 31 (96.9%) of respondents had good nurse career development efforts, this was because the higher a person's educational level, the better his mindset in solving a good problem in the form of efforts to develop a nurse's career. And as many as 1 (3.1%) of respondents whose efforts to develop a nurse's career are lacking, this is due to factors that cause an emphasis on themselves so that even though their education is high, their professional attitude in developing nurse career development efforts is still lacking and other factors such as rarely entering the office . Meanwhile, from 8 (100.0%) respondents with low education, 2 (25.0%) respondents had good career development efforts, this is due to the motivation that often develops his mindset even though his education is low. And as many as 6 (75.0%) respondents whose career development efforts are lacking, this is due to the lack of information obtained regarding career development efforts, so that they can affect their careers.

According to theory (Nursalam 2010) explains that education in the future, there is always an emphasis on the development and fostering of nursing tertiary education

which is more directed at efforts to improve the quality of education, so that graduates truly demonstrate an attitude of professionalism, master the science and knowledge of nursing, to an adequate degree, and master the skills of the nursing profession. Thus it can be expected that nursing professionalism can continue towards the realization of nursing as a profession.

According to another theory Robert. L. Mathis, John H. Jackson, (2009) explained that education is an effective and efficient control mechanism, in developing and fostering nursing higher education in the future. In addition, parties who manage nursing higher education, and parties who have an interest in and/or are related to nursing higher education should really understand the meaning and meaning of nursing education as professional education, and carry out nursing education as a whole, because the development of nursing in Indonesia in the future is very dependent on success in developing and fostering higher education in nursing.

This research is in accordance with research conducted by Nita Sasmita (2011) in her research which said that there is a relationship between education and efforts to develop a nurse's career. nurse career.

The assumption in this study explains that a person's education is very influential on his career, this is because the higher a person's education, the more divided his mindset, so that related to career development a person can always refer to a higher level of education.

b. The Relationship Between Tenure With Nurse Career Development Efforts

From the results of data analysis using the chi-square statistical test with a Fisher's exact test correction between the variables of length of service and the variables of nurse's career development efforts, it was obtained that the value of $p = 0.027$ is smaller than the value $\alpha = 0.05$. These results mean that the alternative hypothesis is accepted, which means that there is a relationship between tenure and efforts to develop a nurse's career. This is in accordance with the opinion of Suyanto (2010) explaining that the working period when a person first enters the place where he works or starts carrying out his duties for the first time and then develops a career is based on the fact that an employee will need a series of knowledge, skills and abilities that develop in order to work. with the good and successful positions he encountered during his career (Simamora, 1997). One way to do this is through education. One of the standards or requirements for continuing education for civil servants, as stated in the Pusdiknakes circular, is a minimum working period of 2 years.

Based on the results of the study, there were 40 respondents, 27 (100.0%) of respondents had a long working period, 25 (92.6%) of respondents had good nurse career development efforts, this was due to good knowledge and expertise in their working period. so that it influences the efforts to develop a good career. And as many as 2 (7.4%) respondents whose efforts to develop a nurse's career are lacking, this is because during their working period they do not show professionalism that describes their profession so that during their working period their career development efforts are lacking, even though their education is high. Meanwhile, from 13 (100.0%) respondents whose working period was new, 8 (61.5%) respondents had good career development efforts, this is because they often show things that are positive and are always beneficial to their profession so that efforts to develop their career are always considered

good. and as many as 5 (38.5%) respondents whose career development efforts were lacking, this was due to the lack of information and experience gained which affected career development efforts.

According to Handoko's theory (2009) explains that in an effort to develop employees, the term promotion cannot be separated. What is meant by promotion is the transfer of position to another position or the promotion of an employee's position due to progress achieved during his working life. Promotions cannot be obtained automatically because there are several ways that must be considered, one of which is the length of service. Thus it is clear that the tenure of a nurse in a hospital institution can be one of the factors that influence career development efforts.

According to another theory, Amirulah Haris Budiyo (2009) explains that career development is based on the fact that an employee will need a series of knowledge, expertise and skills that develop in order to work well and be successful in the position he encounters during his career. The results of this study are supported by the results of previous studies, such as research conducted by those who research service quality and tenure. The quality of service is inseparable from the career of a nurse.

This research is in accordance with research conducted by Rusnawati (2010) in her research which said that there is a relationship between tenure and efforts to develop a nurse's career, this is due to good knowledge and expertise during her working period so that it influences her career development efforts well. In this study, researchers assume that at the stage of a person's working life it is very influential on career development.

c. Relationship Between Motivation and Career Development Efforts in Nurses

From the results of data analysis using the chi-square statistical test with the Fisher's exact test correction between the motivational variable and the nurse's career development effort variable, it is obtained that the value of $p = 0.004$ is smaller than the value $\alpha = 0.05$. These results mean that the alternative hypothesis is accepted, which means that there is a relationship between motivation and efforts to develop a nurse's career. This is in accordance with the opinion of Nothoatmodjo S, (2009) explaining that motivation is a series of attitudes and values that influence individuals to achieve specific things according to individual goals. These attitudes and values are invisible that provide strength to encourage individuals to behave in achieving goals. This encouragement consists of 2 components, namely the direction of behavior (work to achieve goals) and the strength of behavior (how strong the individual's effort is at work). Motivation includes unique feelings, thoughts and past experiences that are part of the internal and external relationships of the company or workplace. In addition, motivation can also be interpreted as an individual's encouragement to take action because they want to do it. If individuals are motivated, they will make choices (Veithzal Rivai., 2009).

Based on the results of the study there were 40 respondents, 37 (100.0%) respondents who had high motivation, 33 (89.2%) respondents whose efforts to develop a nurse's career were good, this was due to good motivation, the development of a performance nurses are always positive, so that their career development is always good. And as many as 4 (10.8%) respondents whose efforts to develop a nurse's career are lacking, this is due to the lack of displaying constructive and professional values in career

development efforts, so that it affects their career. Meanwhile, from 3 (100.0%) respondents who had low motivation, 0 (0.0%) respondents had good career development efforts, This is because the level of awareness and knowledge obtained often reflects things that are useful for career development. And as many as 3 (100.0%) respondents whose career development efforts were lacking, this was due to the lack of information and knowledge obtained which greatly influenced their career development.

According to Rivai V's theory (2010) explaining motivation is a human psychological characteristic that contributes to a person's level of commitment. This includes the factors that cause, channel and sustain human behavior in a certain determined direction.

According to another theory, Nothoatmodjo S, (2009) motivation is everything that encourages someone to do something. Motivation is a feeling or thought that drives someone to do work or exercise power, especially in behavior. Motivation is defined as an internal condition that awakens us to action, drives us to achieve certain goals, and keeps us interested in certain activities. According to UNO (2010), motivation can be interpreted as internal and external encouragement within a person which is indicated by the desire and interest to carry out activities, encouragement and needs to carry out activities, hopes and aspirations, appreciation and respect for oneself, the environment that good and interesting activities.

This research is in accordance with research conducted by Nita Sasmita (2011) in her research which said that there is a relationship between motivation and efforts to develop a nurse's career, this is due to good motivation, so the development of a nurse's performance is always positive, so that her career development is always good.

In this study, researchers assume that at the stage of motivation it greatly influences career development. This is because with motivation one always gives positive things in career development.

CONCLUSION

Based on the results of research that has been done with the title "Factors related to career advancement in Dr. Tajuddin Chalid Makassar", it can be concluded:

1. There is a relationship between education and career development efforts for nurses at Dr. Tajuddin Chalid with $p = 0.000$
2. There is a relationship between tenure with efforts to develop a nurse's career at Dr. Tajuddin Chalid with a value of $p = 0.027$
3. There is a relationship between motivation and efforts to develop a nurse's career at Dr. Tajuddin Chalid with $p = 0.004$

SUGGESTION

a. Scientific benefits

This research is expected to provide scientific contributions to nursing staff in order to increase knowledge, especially those related with career development.

b. Benefits for research

This research is expected to be reading material and study for future researchers who are interested in further researching this field.

c. Benefits for yourself

This research as pInvaluable experience for researchers to know how important the career development of nurses in each service unit.

d. Benefits for society

This research is expected to be useful for the community as reading material and also as reference material for people who want to know more about the development of the nursing profession.

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