

## INTISARI

**HAKIM, AR., 2014, KETERKAITAN ANTARA GAYA KEPEMIMPINAN TRANSFORMASIONAL, MOTIVASI, *BURNOUT* DENGAN KINERJA KARYAWAN (STUDI PADA KARYAWAN DI RUMAH SAKIT UMUM DATU SANGGUL RANTAU KALIMANTAN SELATAN), TESIS, FAKULTAS FARMASI, UNIVERSITAS SETIA BUDI, SURAKARTA.**

Rumah Sakit (RS) adalah institusi pelayanan kesehatan yang menyelenggarakan pelayanan kesehatan perorangan secara paripurna. Rumah sakit sebagai suatu institusi pelayanan sosial kesehatan bagi masyarakat, memiliki karyawan dari berbagai profesi tenaga kesehatan. Karyawan yang terorganisasi dengan baik akan menghasilkan sumber daya manusia (SDM) yang berkualitas dan akan menghasilkan kinerja yang maksimal dalam pelayanan di RS. Penelitian ini bertujuan menganalisis keterkaitan antara gaya kepemimpinan transformasional, motivasi, *burnout* dengan kinerja karyawan.

Studi dilakukan pada karyawan bagian administrasi, analis kesehatan, farmasi, fisioterapis, kebidanan, keperawatan, dan operator rontgen di RSUD Datu Sanggul Rantau. Pengambilan sampel menggunakan teknik *disproportionate stratified random sampling*, dengan jumlah sampel sebanyak 115 responden. Pengambilan data menggunakan kuesioner. Hasil penelitian dianalisis menggunakan *Structural Equation Modelling* (SEM) dengan aplikasi perangkat lunak *Analysis Moment of Structure* (AMOS) dan *Special Package for Statistical Science* (SPSS).

Hasil penelitian menunjukkan bahwa gaya kepemimpinan transformasional berpengaruh signifikan dan positif terhadap motivasi, gaya kepemimpinan transformasional berpengaruh signifikan dan negatif terhadap *burnout*, gaya kepemimpinan tidak berpengaruh signifikan terhadap kinerja karyawan, motivasi berpengaruh signifikan dan positif terhadap kinerja karyawan, dan *burnout* berpengaruh signifikan dan negatif terhadap kinerja karyawan.

Kata kunci: kepemimpinan transformasional, motivasi, *burnout*, kinerja karyawan

## **ABSTRACT**

### **HAKIM, AR., 2014, THE RELATIONSHIP BETWEEN TRANSFORMATIONAL LEADERSHIP STYLE, MOTIVATION, BURNOUT WITH EMPLOYEES PERFORMANCE (A STUDY ON EMPLOYEES IN GENERAL HOSPITAL DATU SANGGUL RANTAU SOUTH KALIMANTAN)**

Hospital is a health care institution that has complete services for organizes personal health services. Hospital as an institution of social services for the public health, has employees from various professional health workers. Employees with well organized will generate the quality of human resources (HR) and will produce maximum performance services in hospital. This study aims to analyze the relationship between transformational leadership style, motivation, burnout with employees performance.

This study conducted on the administrative staff, health analysts, pharmacist, physiotherapist, midwifery, nurse, and X-rays operators in hospital Datu Sanggul Rantau. The sample was taken using disproportionate stratified random sampling technique, with a total sample of 115 respondents. Retrieving data using questionnaires. The result was analyzed using Structural Equation Modeling (SEM) with application software Analysis Moment of Structure (AMOS) and the Special Package for Statistical Science (SPSS).

The results showed that transformational leadership style has a significant and positive influence on motivation, transformational leadership style has significant and negative influence on burnout, transformational leadership style does not has a significant influence on employee performance, motivation has significant and positive influence on employee performance, and burnout has a significant influence and negative on employee performance.

Keyword: transformational leadership style, motivation, burnout, employees performance