

**LEADERSHIP STYLE AND MOTIVATION WORK FOR NURSING STAFF IN
THE INTERNAL ELEKTIVE UNIT WITH EMERGENCY HOSPITAL
NATIONAL GUIDO VALADARES DILI TIMOR-LESTE 2023**

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Abstract

According to research findings Maria Kontesa (2014), conducting a survey on Leadership style and Nursing Work Motivation in the Treatment Room of the General Hospital Dr. Rasiding Padang. As a result, the head of nursing used a democratic leadership style with a percentage (44.7%), otocratic with a percentage (34.2%), participatory with a percentage (18.4%), local government with a percentage (2.6%). And the motivation of nursing services was sufficient (44.1%), the motivation was high (38.4%), the motivation was low (17.6%). According to the source of human resources statistics, HNGV, 2022. The data on the assessment of leadership services and the motivation of nursing services at the Guido Valadares National Hospital, (2020-2021) shows that very good 576, good 70%, sufficient 15% and insufficient 0%. Based on the results of the survey on the distribution of respondents based on leadership style in the Department of Internal Elektiva and Emergency HNGV, the majority of respondents were 14 with (35%), and the majority were 26 with (65%). The results of the analysis of the statistical correlation test of the spearman. The significant value P value = .01 is lower than the value of 0,5 means that there is a significant relationship between the leadership style and the work motivation of the nursing staff and the results of the correlation value $r = 0,554b$ which is located between 0,0,0-0,599 categories of strong correlation enough with the positive relationship (+).

Keywords: Leadership Style And Motivation Work.

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INTRUDUCTION

Leadership style is a way of carrying out the leadership process by implementing work through the behaviour of a leader in influencing other people or subordinates in carrying out work in accordance with regulations to achieve work objectives, within an organization applying the leadership style that exists to help create

positive work effectiveness by members. The leadership style is applied in accordance with the conditions of the organization, where members can be more enthusiastic in fulfilling their duties with obligations (Deniyati & Yanti, 2019).

Motivation is a feeling or view of an individual to carry out a special job or potential for behaviour. Motivation is an important factor in strengthening the spirit of work, maintaining behaviour in positive activities. Nursing / as must be motivated to carry out work to develop work efficiently, motivation is formed by the characteristics of an individual nursing / as in dealing with work situations (Irena, 2017).

According to the source of human resources statistics, HNGV, 2022. The data on the assessment of leadership services and the motivation of nursing services at the Guido Valadares National Hospital, (2020-2021) shows that very good 576, good 70%, sufficient 15% and insufficient 0%.

Based on the results of the survey on the distribution of respondents based on leadership style in the Department of Internal Elektiva and Emergency HNGV, the majority of respondents were 14 with (35%), and the majority were 26 with (65%).

The results of the analysis of the statistical correlation test of the spearman. The significant value P value =.01 is lower than the value of 0,5 means that there is a significant relationship between the leadership style and the work motivation of the nursing staff and the results of the correlation value $r = 0,554b$ which is located between 0,0,0-0,599 categories of strong correlation enough with the positive relationship (+).

METHOD

The method of investigation used is the Quantitative Descriptive method with a Correlation approach because it is intended to find out the Leadership style and Work Motivation for Nursing Staff at the Eletive Internal Emergency Unit of HNGV Dili Timor-Leste.

RESULT

Distribution of respondents' characteristics based on age group in the Department of Internal Eletive and Emergency National Hospital Guido Valadares, 2023.

Table 1. Respondent Aged

Aged	Frequency	Percentage %
24-30	24	60%
31-45	13	32.5%
46-51	3	7.5%
Total	40	100%

Based on the Table shows that the nurses working in the Department of Internal Elektiva with a minority age of 46-51 respondents were 3 with (7.5%) and the majority with a age of 25-30 respondents 24 with (60%).

Distribution of respondents' characteristics based on the level of education in the Department of Internal Elektiva and Emergency of the National Hospital Guido Valadares, 2023.

No	Level of education	Frequency	Percentage
1	Secondary shool(SPK)	1	2,5%
2	Bachelor's degree	10	25%
3	Nursing degree	29	72,5%
4	Master's degree	-	-
Total		40	100%

Based on the table shows that the nurses working in the Department of Internal Elektiva with a minority emergency were the secondary education level (SPK) of 1 person with (2,5%). And the majority of the respondents with the education level were 29 people (72.5%), according to the research results.

Distribution of sex-based respondents characteristics in the Department of Internal Elevative and Emergency Department of the National Hospital Guido Valadares, 2023.

No	Gender	Frequency	Percentage
1	Women	26	65%
2	Man	14	35%
Total		40	100%

Based on the Table shows that the nurses working in the Department of Internal Elektiva with the emergency of the minority of men respondents were 14 with (35%), and the majority of women respondents were 26 with (65%).

Bivaried Analysis

The presentation of the research results analyzed the univariable of the independent variable (Leadership style) and the dependent variable (work motivation) with its category and frequency distribution based on the research results for each respondent with a total of 40 samples.

Distribution of respondents based on leadership style in the Department of Internal Elektiva and Emergency Hospital Guido Valadares, 2023.

Leadership stlyle	Frequency	percentage %
Good	14	35%
Poor	26	65%
Not Good	0	0%
Total	40	100 %

Based on the table of distribution of respondents based on leadership style in the Department of Internal Eletive and Menority Emergency is a good category of 14

respondents with (35%), and the majority is a poor category of 26 respondents with (65%).

Distribution of respondents based on the motivation of working in the Department of Internal Elektiva with the Emergency of the National Hospital Guido Valadares, 2023.

Motivation	Frequecy	Percentage %
Good	16	40.%
Poor	21	52%
Not Good	3	8%
Total	40	100 %

Based on the table of the distribution of respondents based on the work motivation of the nursing staff, there were 3 respondents with (8%), and the majority of respondents with 21 respondents with (52%), according to the research results.

Correlation Test Results.

The cross-stabulation analysis test was carried out to find out how the relationship between the leadership style variable and the work motivation of the nursing staff in the 2023 International Elektiva and Emergency Unit of HNGV was determined by the value (r). In this research the researcher used the bivariability correlation analysis of the SPSS version 26 programme as follows.

			Leadership style	Motivation
Spearman's rho	Leadership style	Correlation Coefficient	1.000	.554**
		Sig. (2-tailed)	.	.000
		N	40	10
	Motivation	Correlation Coefficient	.554**	1.000
		Sig. (2-tailed)	.000	.
		N	40	40

**. Correlation is significant at the 0.01 level (2-tailed).

Based on the table of the results of the analysis of the Correlation Statistics test, which has a significant value of P value of .01 below the value of 0,5 means that there is a significant relationship between leadership style and work motivation for nursing staff and the correlation value of $r = 0,554$ which is located between 0,0 - 0,599 categories of sufficient strong correlation with positive relationships (+)

Discussion of The Result of Reseach

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Based on the results of table 4.1 shows that the nurses working in the Department of Internal Elektiva with a minority age of 46-51 respondents were 3 with (7.5%) and the majority with a age group of 25-30 respondents 24 with (60%). The findings show that the respondents aged 25 - 30 are as productive as possible so that nurses have a commitment that is a small force on the services.

According to Teguh (2011), the commitment of nurses during work will increase their responsibility as nurses in carrying out their work.

Based on table 4.2 It is shown that nurses working in the Department of Internal Elektiva with a minority emergency were the secondary education level (SPK) of 1 person with (2,5%). And the majority of the respondents with the education level were 29 people (72.5%). The findings show that the nurses working in the Department of Internal Elevated Emergency are mostly knowledgeable and skilled in carrying out their work.

Education means the process of growth and development of people's capacity and behaviour through learning. The level of education is also one of the factors that influence the perception of new ideas and technologies. The increase in a person's level will also increase the experience that influences care and knowledge (Notoatmodjo, 2012).

Based on table 4.4. The distribution of respondents based on the leadership style in the Department of Internal Eletive and Menoria Emergency is a good category of 14 respondents with (35%), and the majority is a poor category of 26 respondents (65%). According to research findings Maria Kontesa (2014), conducting a survey on Leadership style and Nursing Work Motivation in the Treatment Room of the General Hospital Dr. Rasiding Padang. As a result, the head of nursing used a democratic leadership style with a percentage (44.7%), otocratic with a percentage (34.2%), participatory with a percentage (18.4%), local government with a percentage (2.6%). And the motivation of nursing services was sufficient (44.1%), the motivation was high (38.4%), the motivation was low (17.6%).

Leadership style is a way of carrying out the leadership process by implementing work through the behaviour of a leader in influencing other people or subordinates in carrying out work in accordance with regulations to achieve work objectives, within an organization applying the leadership style that exists to help create positive work effectiveness by members. Leadership style is applied in accordance with the conditions in the organization, where members can be more enthusiastic in fulfilling their duties with obligations (Deniyati & Yanti, 2019).

Based on table 4.5 The distribution of respondents based on the work motivation of the nursing staff was not good in 3 respondents with (8%), and the majority was poor with 21 respondents with (52%), according to the research results.

According to Aiken (2012) research findings, there are many nurses who have less motivation from leaders and poor nursing services, in Ireland with a percentage of Motivation is an important factor in strengthening the spirit of work, maintaining behaviour in positive activities. Nursing / as must be motivated to carry out work to develop work efficiently, motivation is formed by the characteristics of an individual nursing / as in dealing with work situations (Irena, 2017).

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CONCLUSION

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