

HUBUNGAN ANTARA *LEADER MEMBER EXCHANGE* DAN *PSYCHOLOGICAL CAPITAL* PADA PERAWAT RUMAH SAKIT JIWA

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Abstrak

Rumah sakit dapat memberikan pelayanan yang maksimal apabila kondisi psikologis perawat positif. *Psychological capital* adalah sikap positif dalam diri perawat yang dikarakteristikan dengan *hope*, *self-efficacy*, *resiliency*, dan *optimism*. Pemimpin yang menerapkan *leader member exchange* akan memiliki interaksi yang positif dengan anggotanya. Penelitian ini bertujuan untuk mengetahui hubungan antara *leader member exchange* dengan *psychological capital* pada perawat rumah sakit jiwa. Populasi penelitian ini adalah perawat RSJD Dr. Amino Gondohutomo. Sampel penelitian sebanyak 70 perawat yang dipilih menggunakan teknik *cluster random sampling*. Pengumpulan data menggunakan dua buah skala yaitu skala *psychological capital* (42 aitem valid, $\alpha = .960$) dan skala *leader member exchange* (26 aitem valid, $\alpha = .919$). Hasil penelitian menunjukkan koefisien korelasi (r_{xy}) = .800 dengan nilai $p = .000$ ($p < .001$). Hasil tersebut menunjukkan bahwa hipotesis yang diajukan peneliti terbukti, yaitu terdapat hubungan positif yang signifikan antara variabel *leader member exchange* dengan *psychological capital*. Semakin positif *leader member exchange* maka semakin tinggi *psychological capital*. Sumbangan efektif yang diberikan pada penelitian ini sebesar 64% dan 36% dipengaruhi oleh faktor lain yang tidak diukur dalam penelitian.

Kata kunci: *psychological capital*, *leader member exchange*, perawat rumah sakit jiwa

Abstract

Hospitals can provide maximum service if the psychological condition of the nurse is positive. *Psychological capital* is a positive attitude in the nurse characterized by *hope*, *self-efficacy*, *resilience*, and *optimism*. Leaders who implement *leader member exchange* will have a positive interaction with their members. This study aims to determine the relationship between *leader member exchange* with *psychological capital* in mental hospital nurses. The population of this study is nurses RSJD Dr. Amino Gondohutomo. The sample of 70 nurses selected using *cluster random sampling* technique. Data collection uses two scales: *psychological capital* scale (42 valid items, $\alpha = .960$) and *leader exchange member* scale (26 valid items, $\alpha = .919$). The result shows correlation coefficient (r_{xy}) = .800 with $p = value$ ($p < .001$). These results indicate that the hypothesis proposed by the researcher is proved, that there is a significant positive relationship between variable of *leader member exchange* with *psychological capital*. The more positive the *leader member exchange* the higher the *psychological capital*. The effective contribution given in this study in amount of 64% and 36% affected by other factors not measured in this study..

Keywords: *psychological capital*, *leader member exchange*, mental hospital nurse