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The Relationship Between Leadership Style And Employee Performance In Permata Keluarga Jabadeka Hospitals

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Abstract: There are many challenges for health organizations in both countries, so it is necessary for them to have effective and strategic leadership practices. For employees, effective leadership is needed to develop strategies and structures that will motivate and inspire long-term employees, strengthen their commitments, and lower employee turnover. Despite setbacks and difficulties, a successful leadership style considers the organization's future, helps align employees' efforts and vision, and positively allocates both people and material resources toward the organization's objectives and interests. Examples of the several types of leadership styles, such as transformational, transactional, and charismatic leadership, are provided. With a sample size of thirty, this study employs a cross-sectional research methodology and is quantitative in nature. Data is gathered using questionnaires as primary data and document reviews as secondary data. Descriptive analysis techniques are used to portray the data quantitatively. The results of statistical testing chi-square obtained p-value = 0.00. It can be concluded that there is a significant relationship between leadership style and employee performance at the Permata Family Hospital in Jabadeka (p-value $\Rightarrow$ 0.05).

Keyword: leadership style, employee, performance

INTRODUCTION

There are many challenges for health organizations in the twenty-first century, so it is necessary to support health organizations that require effective and strategic leadership practices. To develop strategies and structures that are effective for employees, it is necessary to have effective leadership in order to motivate and inspire employees who are struggling, to strengthen their commitment, and to reduce employee turnover. (Lapatta and Temaluru, 2023; Suwarno, 2023)

Because followers, the leader, and the environment all contribute to and play a part in the complicated phenomena that is leadership. Creating a compelling vision and influencing the situation are the leader's main responsibilities in the leadership process; some people will accept them as the person who will make the vision a reality. Thus, the accomplishment of organizational objectives and goals is greatly impacted by leadership. (Hakim et al., 2023; Hundie and Habtewold, 2024)

Effective leadership in any organization, especially in the context of *sakit rumah* administration, is crucial in fostering organizational culture, encouraging employee keterlibatan, and ultimately improving patient care quality. There are several different types of leadership, and each one affects organizational dynamics and employee performance differently. Understanding this *gaya-gaya* is very important since it significantly affects how goals are set, communicated, and carried out in the context of health care. (Rahmadila, 2014; Aini and Dzakiyullah, 2024)

The ability to lead, motivate, and organize different teams to provide high-quality healthcare in the face of intricate operational obstacles is a key component of leadership in hospital management. With an emphasis on Indonesian hospitals, this introductory discussion examines the complex effects of leadership style on organizational outcomes, willingness, and trust in the healthcare industry. (Aini and Dzakiyullah, 2024)

In a hospital setting, leadership is responsible for the efficient and collaborative administration of staff and resources in order to accomplish shared objectives. Leadership is the process by which leaders fulfill these duties in a way that has a significant impact on employee attitudes, engagement levels, and overall organizational success. (Bakr, 2023; Aini and Dzakiyullah, 2024)

A good leadership style is a pattern that, in spite of obstacles and challenges, takes the organization's future into account, helps to bring employees' efforts and vision together, and favorably directs human and material potential toward the organization's goals and interests. A number of instances are given of the various sorts of leadership styles, including transformational, transactional, and charismatic leadership. (Bakr, 2023)

The reasoning, reasons, and elements of transformational leadership have made it increasingly well-liked and well-known. The four primary elements of transformational leadership are intellectual stimulation, customized consideration, inspirational motivation, and idealized influence. Nonetheless, two sub-factors of transactional leadership were found to be management by exception and contingent incentive. (Almonawer et al., 2023; Mekonnen and Bayissa, 2023)

One of the leadership philosophies thought to improve worker engagement, performance, and satisfaction is transformational leadership. According to this leadership philosophy, leaders collaborate in groups to investigate the necessary paradigm shift and develop a plan to bring it to fruition while motivating their followers. Additionally, it is a tough leadership style of which organizational dedication is directly correlated. (Alsaqqa, 2023; Gebreheat, Teame and Costa, 2023)

Contingent rewards, management by exception (active), and management by exception (passive) are the three components of the second transactional style, which favors external motivation and motivates employees through reward and punishment programs. (jurnal 16)

Transactional management is characterized by contingent rewards, management by exception, offering incentives or rewards to motivate subordinates to achieve performance goals, the head of the room managing exceptions while working, and assessing the performance of implementing nurses according to preset criteria. (jurnal 16)

The third sort of leadership style is charismatic. A charismatic leader is one who is prepared to treat and counsel those under his supervision, to share advise with them, and to foster an environment of open communication and tolerance for differing viewpoints. Stimulating motivation to work, having a vision, communication, creativity and invention, meeting individual needs, and personal appearance are the several characteristics that make up charismatic leadership. (jurnal 8)

There is a strong correlation between employee performance and leadership. Employee performance will increase if a leader can motivate his team to perform at their highest level. The performance of the organization will increase when leaders and staff have a strong working

connection. A leader needs to be socially involved with his team members in order to win their complete support and engagement in order to accomplish organizational goals. But this is inversely related to a study. Leadership has a positive and negligible impact on staff performance, according to empirical test data. This indicates that the degree of leadership has no bearing on whether employee performance rises or falls. Employee performance is affected by a lack of leadership.jurnal 1

Researchers are interested in evaluating the leadership styles and personnel performance permata keluarga jabadeka in based on this review of the literature.

METHOD

This research is a type of quantitative research with a cross sectional research design, with a sample of 30 people. data collection techniques by filling out questionnaires as primary data and document review as secondary data, data analysis is done by presenting data quantitatively with descriptive analysis methods.

RESULTS AND DISCUSSION

Thirty employees were given questionnaires, and every one of them satisfied the requirements. Gender, age, duration of service, and most recent schooling were the characteristics of the respondents who served as the study's subjects. For the sake of maintaining the confidentiality of the information they submit, respondents are not required to include their name or personal identification in this questionnaire.

Characteristics of respondents based on gender

Table 1 Gender characteristics of respondents

No	gender	number	Persecentage (%)
1	male	20	66,67
2	female	10	33,33
Total		30	100%

Based on the gender characteristics of the respondents in Table 1, it can be seen that there were 20 male respondents with a percentage of 66.67% and 10 female respondents with a presentation of 33.33%.

Age characteristics of respondents

Table 2 age characteristics of respondents

no	age(years)	number	Percentage (%)
1	20-25	6	20
2	>26	24	80
total		30	100

Based on the age characteristics of respondents in Table 2, it shows that respondents aged between 20-25 years were 6 people with a percentage of 20%, respondents aged > 26 years were 24 people with a percentage of 80%.

Characteristics of respondents based on last education

Table 3 Characteristics of respondents last education

No	Last education	number	Percentage(%)
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1	S1	21	70
2	D4	9	30
Total		30	100

Based on Table 3 above, it can be seen that respondents with the last education S1 were 21 respondents with a total percentage of 70% and the last education D4 were 9 respondents with a total percentage of 30%.

Characteristics of respondents based on length of service

Table 4 Characteristics of respondents' tenure

no	Tenure (years)	number	Percentage(%)
1	≤ 1	7	23,33
2	2-3	13	43,33
3	>3	10	33,33
		30	100

Based on Table 4 above, it can be seen that respondents with a tenure of ≤1 year were 7 respondents with a total percentage of 23.33%, a tenure of 2-3 years were 13 respondents with a total percentage of 43.33%, a tenure of >3 years were 10 respondents with a total percentage of 33.33%.

Characteristics of respondents based on leadership style

Table 5 Characteristics of respondents based on leadership style and employee performance

		Employee performance		total
		Not good	good	
Leadership style	charismatic	9	0	9
	transactional	8	1	9
	transformati onal	1	11	12
total		18	12	30

In table 5 respondents who have a charismatic leadership style totaled 9 people, with 9 poor performance, transactional leadership style totaled 9 people with 8 poor performance and 1 good respondent,, transformational leadership style totaled 12 people, with 1 poor performance and 11 good people. The results of statistical testing chi-square obtained p-value = 0.00. It can be concluded that there is a significant relationship between leadership style and employee performance at the Permata Family Hospital in Jabadeka (p-value => 0.05).

This result shows that there is a relationship between leadership style and employee performance. From table 5 it can be concluded that the transformational leadership style has good employee performance.

This is consistent with earlier studies showing that nurses perform better under transformative leadership. indicating that the transformational leadership style can improve nurse performance in reaching goals, specifically providing nursing services, by guiding, encouraging participation, and supporting subordinates in their work. It also plays a significant role in giving employees direct instructions on how to complete their tasks. The transformational leadership style involves power sharing. A transformational leader empowers their followers by bringing them together to make changes. Superiors and subordinates develop a positive bond under transformative leadership.(Pawerangi, Amang and Nurpadila, 2023)

Table 5 explains why workers with transformational leadership do better than those with other leadership philosophies. Recent studies that have also examined positive leadership, including transformational leadership, which is thought to be crucial for hospital performance, are consistent with this.(Sinaga, Putri and Perdhana, 2023).

CONCLUSION

This research was conducted at the Permata Family Hospital in Jabadeka with a sample of 30 respondents, from the results of this study found a relationship between leadership style and employee performance. Transformational leadership style has the best influence, it is found that respondents who have a transformational leadership style have good performance compared to other leadership styles.

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