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Surabaya

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Rawat Inap Ngadiluwih Kabupaten Kediri dengan
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Upaya Peningkatan Kinerja Puskesmas di Kota
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Influence of Leadership Style and Leader-Member Exchange on Unit Performance Case Satudy in Muhammadiyah Gresik Hospital

Pengaruh Gaya Kepemimpinan dan Leader-member Exchange terhadap Kinerja Unit, Studi Kasus di Rumah Sakit Muhammadiyah Gresik

Abstract

ABSTRACT

Leadership behaviour was suggested influence the relationship quality between leader and their followers. Leader-followers relationship will influence the performance. This study aimed to investigate influence of leadership style and Leader-Member Exchange (LMX) on unit performance in Muhammadiyah Gresik Hospital (MGH). It was an analytic observational research with cross sectional design applied. There were 23 work units as sample took from total population. The result of this research showed that the majority work unit (60.8%) leaded with transformational leadership. The most quality of LMX of work unit in MGH is positive balanced (39.1%) and 60.8% work units showed a good performance. Transformational and transactional leadership style influence the positive balanced of LMX and the performance of work unit, but LMX does not any significant influence on work unit performance. To improve the work unit performance, work unit with unbalanced social overinvestment must elevate into positive balanced through a refreshment course in leadership building. Leader in unbalanced formal overinvestment needs to proactively build member esteem of their member. We suggest that in future research, the dimensionally of LMX should be consider as the main object of leadership behaviour.

Keywords: leadership style, LMX, work unit performance

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