

THE RELATIONSHIP BETWEEN HEAD NURSE LEADERSHIP STYLE AND THE LEVEL OF JOB STRESS AND INTERPERSONAL CONFLICT AMONG OPERATING ROOM NURSES

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ABSTRACT

Work stress and interpersonal conflict are two major issues that significantly affect the psychological condition, work effectiveness, and professional relationships of nurses, particularly in the operating room environment, which is characterized by high pressure, fast-paced workflows, and demanding requirements for accuracy. The leadership style of the head nurse serves as an organizational factor that may either exacerbate or mitigate these problems. This study aimed to analyze the relationship between head nurse leadership style and the levels of work stress and interpersonal conflict among operating room nurses. This research employed a quantitative design with a cross-sectional approach involving 90 operating room nurses at Lavalette Hospital Malang, Mardi Waluyo Regional Hospital Blitar, and Ngudi Waluyo Regional Hospital Blitar using a total sampling technique. The instruments utilized included the Nursing Stress Scale (NSS), the Interpersonal Conflict at Work Scale (ICAWS), and the Multifactor Leadership Questionnaire (MLQ). Data were analyzed using the Spearman Rank correlation test. The results showed that transformational leadership was the most frequently applied style (41.1%), followed by transactional (31.1%) and laissez-faire leadership (27.8%). Most respondents experienced moderate levels of work stress (60%), and interpersonal conflict was also predominantly in the moderate category (45.6%). Statistical analysis revealed a significant relationship between leadership style and work stress ($p = 0.000$; $r = -0.530$), as well as between leadership style and interpersonal conflict ($p = 0.000$; $r = -0.664$). This study demonstrates that the more motivating, directive, and empowering the leadership style particularly transformational leadership the lower the levels of work stress and interpersonal conflict experienced by operating room nurses.

Keywords: Leadership Style, Job Stress, Interpersonal Conflict, Operating Room Nurses