

# THE RELATIONSHIP BETWEEN EMPHATIC LEADERSHIP WITH CONFLICT MANAGEMENT AMONG NURSING TEAM AT Dr. SOEDOMO TRENGGALEK HOSPITAL

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## ABSTRACT

**Background** : Conflict within nursing teams is inevitable and, if not managed properly, can hinder team performance. One of the key factors in effective conflict management is empathetic leadership, which refers to the ability of the head nurse to understand and respond positively to the emotions and needs of the team. Empathetic leadership is believed to foster a more open work environment and facilitate effective conflict resolution. **Objective** : This study aims to analyze the relationship between empathetic leadership with conflict management among nursing team at Dr. Soedomo Trenggalek Hospital. **Method** : This research used a quantitative approach with data collected through questionnaires. The sampling technique used was purposive sampling, involving 101 staff nurses and 7 head nurse. Data were analyzed using Spearman's rank correlation test to examine the relationship between the variables of empathetic leadership with conflict management. **Results** : showed a strong positive relationship between empathetic leadership with conflict management based on staff nurses' assessments, with a correlation coefficient of 0.681 ( $p = 0.000$ ), and a very strong relationship between empathetic leadership with conflict management based on head nurses's assessments, with a correlation coefficient of 0.820 ( $p = 0.024$ ). **Conclusion** : There is a unidirectional relationship, indicating that the higher the empathetic leadership possessed by the head nurse, the better the conflict management. **Recommendation**: The results of this study can serve as a basis for integrating empathic leadership with conflict management within nursing teams.

**Keyword**: Empathetic Leadership, Conflict Management, Nursing Team