

BAB V

PENUTUP

5.1 Kesimpulan

Berdasarkan hasil penelitian dan pembahasan yang telah dikemukakan sebelumnya, maka dapat disampaikan beberapa kesimpulan dalam penelitian ini sebagai berikut:

1. Kecerdasan Emosional berpengaruh positif terhadap kelelahan emosional pada perawat rumah sakit Yos Sudarso Padang
2. Kecerdasan Emosional berpengaruh negatif depersonalisasi terhadap pada perawat rumah sakit Yos Sudarso Padang
3. Kecerdasan Emosional berpengaruh negatif terhadap prestasi pribadi pada perawat rumah sakit Yos Sudarso Padang
4. Kecerdasan emosional berpengaruh positif terhadap manajemen konflik pada perawat rumah sakit Yos Sudarso Padang
5. Manajemen Konflik berpengaruh negatif terhadap prestasi kerja pada perawat rumah sakit Yos Sudarso Padang

5.2 Implikasi Penelitian

Dalam meningkatkan prestasi pada perawat rumah sakit Yos Sudarso Padang kita perlu memperhatikan variabel yang mempengaruhi prestasi pribadi yaitu Kelelahan emosional, depersonalisasi, kecerdasan emosional, dan manajemen konflik semuanya dapat memiliki implikasi signifikan terhadap prestasi pribadi seseorang. Kelelahan emosional, yang merupakan kelelahan emosional dan kelelahan fisik yang disebabkan oleh stres dan beban kerja yang berlebihan, dapat

mengakibatkan penurunan produktivitas, fokus, dan konsentrasi, yang dapat berdampak negatif pada prestasi pribadi.

Depersonalisasi, yang merupakan perasaan terpisah dari pikiran, emosi, dan perasaan seseorang, juga dapat berdampak negatif pada prestasi pribadi karena dapat menyebabkan kelelahan emosional dan mengurangi kemampuan seseorang untuk mengambil inisiatif dan membuat keputusan. Kecerdasan emosional, yang melibatkan kemampuan untuk mengenali, mengelola, dan mengungkapkan emosi seseorang, dapat berdampak positif pada prestasi pribadi karena dapat membantu seseorang mengelola emosi mereka sendiri dan emosi orang lain, yang dapat mengarah pada hubungan yang lebih baik dan lingkungan kerja yang lebih produktif.

Manajemen konflik yang melibatkan kemampuan untuk mengidentifikasi, menganalisis, dan menyelesaikan konflik, juga dapat berdampak positif pada prestasi pribadi karena dapat membantu seseorang menghindari konflik dan menyelesaikan konflik dengan cara yang konstruktif, yang dapat mengarah pada lingkungan kerja yang lebih positif dan produktif. Secara keseluruhan, kelelahan emosional, depersonalisasi, kecerdasan emosional, dan manajemen konflik semuanya dapat berdampak signifikan terhadap prestasi pribadi seseorang, dan mengembangkan keterampilan dan strategi untuk mengelola emosi dan konflik dapat membantu meningkatkan prestasi pribadi.

5.3 Keterbatasan dan Saran

Berdasarkan pada pengalaman langsung peneliti dalam proses penelitian ini, ada beberapa keterbatasan yang dialami dan dapat menjadi beberapa faktor yang agar dapat untuk lebih diperhatikan bagi peneliti-peneliti yang akan datang dalam lebih menyempurnakan penelitiannya karna penelitian ini sendiri tentu memiliki kekurangan yang perlu terus diperbaiki dalam penelitian-penelitian kedepannya.

1. Beberapa keterbatasan dalam penelitian tersebut, antara lain : Jumlah responden yang hanya 92 orang, tentunya masih kurang untuk menggambarkan keadaan yang sesungguhnya.
2. Dalam proses pengambilan data, informasi yang diberikan responden melalui kuesioner terkadang tidak menunjukkan pendapat responden yang sebenarnya, hal ini terjadi karena kadang perbedaan pemikiran, anggapan dan pemahaman yang berbeda tiap responden, juga faktor lain seperti faktor kejujuran dalam pengisian pendapat responden dalam kuesionernya

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