

CHAPTER V

CONCLUSION

5.1 Conclusion

Based on the results of the study on the relationship between empathetic leadership with conflict management among nursing team at Dr. Soedomo Trenggalek Hospital, the following conclusions were obtained:

1. Both staff nurses and head nurses assessed the head nurse's empathetic leadership at Dr. Soedomo Trenggalek Hospital as being in the moderate category, but the head nurse's assessment of empathetic leadership is higher.
2. Based on the assessments of staff nurses and head nurses, the head nurse's conflict management at Dr. Soedomo Trenggalek Hospital is considered to be in the fair category, but the staff nurses's assesment of conflict management is higher.
3. There is a relationship between empathetic leadership with conflict management among nursing team at Dr. Soedomo Trenggalek Hospital based on assesment of staff nurse and head nurse.

Based on the staff nurse's assessment, the correlation coefficient is included in the strong category, while based on the head nurses's self-assessment, the correlation coefficient is included in very strong category. The results of this study indicate a unidirectional relationship, which means that the higher the empathetic leadership of the head nurse, the better the conflict management that occurs.

5.2 Suggestions

5.2.1 Theoretical Suggestion

Theoretically, the results of this study support the development of empathetic leadership theory in the nursing context, particularly regarding its role in fostering effective conflict management within hospital settings.

5.2.2 Practical Suggestion

1. For Research Setting

The results of this study can be used as input for hospitals to conduct routine evaluations of the effectiveness of the leadership style of the head nurse, both from the perspective of superiors and subordinates.

2. For Institutions

It is hoped that it will instill a deeper understanding of the importance of researching leadership and conflict management issues.

3. For Further Researchers

It is expected to involve a larger number of respondents, so that the analysis of the relationship between variables can be stronger and more representative. In addition, further researchers are advised to develop instruments or add other variables such as organizational culture, work experience, or emotional intelligence to gain a more comprehensive understanding of the factors that influence empathetic leadership and conflict management in the nursing team.