

BEBERAPA FAKTOR YANG BERHUBUNGAN DENGAN KINERJA PETUGAS  
LABORATORIUM DALAM PENEMUAN PENDERITA TB PARU DI PUSKESMAS  
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Salah satu upaya mencapai tujuan kesehatan nasional adalah dengan pemberantasan penyakit menular, satu diantaranya adalah penyakit Tb paru. Depkes telah melakukan penanggulangan Tb paru sejak tahun 1969, namun sampai sekarang penyakit ini masih menjadi masalah kesehatan di Indonesia. Dalam penemuan Tb paru peran petugas laboratorium sangat penting. Hal ini karena hasil pemeriksaan sediaan BTA oleh petugas laboratorium merupakan kunci dalam penegakan diagnosis. Pada tahun 2005 di Kabupaten Kerinci ditemukan kasus Tb paru BTA positif sebanyak 162 dengan realisasi BTA positif hanya 6,26%, kasus Drop Out 4,7%, Kematian 3,4%, *error rate* (tm-I=3,4% tm-II=7,4% tm-III=5,7% tm-IV=13,1%) dan kesembuhan 85,26%. Hal ini menunjukkan bahwa kinerja petugas laboratorium dalam penemuan Tb paru di Kabupaten Kerinci masih rendah, karena dapat dikatakan baik bila penemuan BTA positif mencapai 10% dari target suspek dan *error Rate* <5%. Tujuan penelitian ini adalah untuk mengetahui berapa faktor yang berhubungan dengan kinerja petugas laboratorium dalam penemuan penderita Tb paru di Puskesmas Kabupaten Kerinci tahun 2006. Sampel penelitian adalah 17 petugas laboratorium diseluruh puskesmas di Kabupaten Kerinci. Jenis penelitian ini *explanatory research* dengan metode survey dan pendekatan *cross sectional*. Uji statistik yang digunakan adalah *uji Korelasi rank spearman's*. Dari hasil penelitian diperoleh bahwa mayoritas kinerja petugas laboratorium masih kurang. Hasil menunjukkan ada hubungan yang bermakna antara pelatihan ( $p=0,045$ ), motivasi ( $p=0,021$ ), persepsi ( $p=0,003$ ), kepemimpinan ( $p=0,001$ ), sumberdaya ( $p=0,024$ ) dan insentif ( $p=0,003$ ) dengan kinerja petugas laboratorium dalam penemuan penderita Tb paru di Puskesmas Kabupaten Kerinci. Disarankan lebih ditingkatkan perhatian terhadap manajemen laboratorium yaitu peningkatan sarana dan prasarana yang ada, perlu dilakukan supervisi yang baik oleh pengelola program TB paru karena petugas laboratorium yang mempunyai kinerja kurang ternyata mempunyai motivasi yang rendah, perlu dibuat pedoman pembagian sistem intensif berdasarkan hasil kerja yang diperlihatkan oleh staf.

**Kata Kunci:** Kinerja, Laboratorium, Tb Paru, Puskesmas

*SOME FACTORS RELATED TO THE LABORATORY STAFF PERFORMANCE IN FINDING LUNGS TUBERCULOSIS SUFFERER AT PUBLIC HEALTH CENTER OF KERINCI REGENCY IN 2006*

*One effort to achieve the goal of national health is through infected diseases control, one of them is lung tuberculosis. The prevention of lung tuberculosis has been conducted since 1969 from health department. However the disease still becomes a serious health problem in Indonesia. In finding the sufferer of lung tuberculosis, the role of laboratory staff is very important, this is due to the fact that the supply treatment result of BTA by the laboratory staff is the main element in diagnosis enforcement. In Kerinci Regency there were 162 cases of positive BTA lung tuberculosis in 2005 with realization as follows: positive BTA is only 6,26%, Drop Out case is 4,7%, death is 3,4%, error rate is (tm-I=3,4% tm-II=7,4% tm-III=5,7% tm-IV=13,1%) and recovery is 85,26%. This indicates that the performance of laboratory staff in finding the sufferer of lung tuberculosis in Kerinci Regency is still low. They will be considered to have good performance if the finding of positive BTA reaches 10% from the target of suspect and error rate is <5%. The aim of the research is to recognize some factors related to the work of laboratory staff in finding the sufferer of lung tuberculosis at public health center of Kerinci Regency in 2006. Sample of the research is 17 laboratory staffs in all public health centers at Kerinci Regency. The research is a kind of an explanatory research with survey method and cross sectional approach. The statistical test used in this research is correlation rank Spearman test. From the result of the research, the writer obtains that most of laboratory staffs performance is still low. The result demonstrates that there is significant correlation between training ( $p=0,045$ ), motivation ( $p=0,021$ ), perception ( $p=0,003$ ), leadership ( $p=0,001$ ), resources ( $p=0,024$ ), and incentives ( $p=0,03$ ) with the performance of laboratory staff in finding lung tuberculosis sufferer at public health center of Kerinci Regency. It is suggested that it is necessary to increase the attention toward laboratory management, that is the increasing of the existing infrastructure, good supervision must be carried out by the tuberculosis officer since the staff of laboratory showing less performance has also low motivation, the distribution guidelines of incentive system should be developed based on the performance achievement of the staff.*

*Keyword : Performance, Laboratory, Lung Tuberculosis, Public Health Center.*