

HUBUNGAN ANTARA KEPUASAN KERJA DENGAN KINERJA GURU UKS DI
SEKOLAH DASAR WILAYAH KERJA PUSKESMAS KEDUNGMUNDU TEMBALANG
SEMARANG 2006

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Usaha Kesehatan Sekolah (UKS) merupakan upaya strategis untuk memberdayakan anak usia sekolah agar hidup sehat. Namun di Puskesmas Kedungmundu, pelaporan kegiatan UKS sering terlambat. Hal ini merupakan salah satu indikasi adanya permasalahan dalam kinerja guru UKS. Tujuan penelitian ini adalah mengetahui hubungan antara kepuasan kerja dengan kinerja guru UKS di SD. Penelitian ini bersifat *explanatory research* dengan pendekatan *cross sectional*. Populasi dan sampel yang digunakan adalah semua guru UKS di SD wilayah kerja Puskesmas Kedungmundu sebanyak 29 orang. Dari hasil penelitian diperoleh 51,7% responden berjenis kelamin perempuan, 75,9% berumur >35 tahun, 65,5% berstatus kepegawaian PNS, 41,4% berpendidikan masing-masing SMU dan akademi, 58,6% memiliki frekuensi pelatihan di bawah rata-rata, 65,5% memiliki kepuasan kerja tinggi dan 65,5% memiliki kinerja rendah. Hasil uji statistik dengan korelasi *Rank Spearman* didapatkan tidak ada hubungan antara kepuasan kerja internal dengan kinerja ($p=0,467$) dengan nilai $rs=-0,141$, ada hubungan antara kepuasan kerja eksternal dengan kinerja ($p=0,005$) dengan nilai $rs=0,508$ dan ada hubungan antara kepuasan kerja umum dengan kinerja ($p=0,046$) dengan nilai $rs=0,374$. Hasil uji statistik dengan *Mann Whitney-U* didapatkan tidak ada perbedaan kepuasan kerja dan kinerja pada jenis kelamin ($p=0,631$ dan $p=0,760$) dan status kepegawaian ($p=0,696$ dan $p=0,281$). Hasil uji statistik dengan Kruskal Wallis didapatkan tidak ada perbedaan kepuasan kerja dan kinerja pada umur ($p=0,359$ dan $p=0,251$), pendidikan ($p=0,227$ dan $p=0,532$), lama kerja ($p=0,664$ dan $p=0,330$) dan frekuensi pelatihan ($p=0,254$ dan $p=0,649$). Disarankan sekolah dapat memperbaiki komunikasi dengan penjaga sekolah dan Puskesmas dan bagi Puskesmas agar lebih aktif mengadakan kegiatan UKS di SD serta bagi dinas kesehatan agar memberikan pelatihan dan buku pedoman UKS untuk SD.

Kata Kunci: Kinerja, UKS, kepuasan kerja

CORRELATION BETWEEN JOB SATISFICATION WITH JOB PERFORMANCE OF UKS TEACHERS' IN ELEMENTARY SCHOOLS OF KEDUNGUMUNDU PUSKESMAS AREA, TEMBALANG, SEMARANG 2006

Usaha Kesehatan Sekolah(UKS) is strategic to empower of students to be healthy. Yet, in Kedungmundu Puskesmas of UKS activities reports are often late. This was an indicator that job performance of UKS teachers' has problem. The aim of this research was to know correlation between job satisfication with job performance of UKS teachers' in elementary schools of kedungmundu Puskesmas area were 29 people. The results of this research were 51,7% women respondents, 75,9% respondents were more than 35 years old, 65,5% respondents had employee affairs statues as PNS, 41,4% respondents had education that Senior High School or Academic, 44,8% respondents had short of work period, 65,5% respondents had job satisfication were high and 65,5% respondents had job performance were low. Statistic test with Spearman Rank correlation was not found the relation between internal job satisfication with job performance ($p=0,467$) with $rs\text{-value}=-0,141$, found the relation between external job satisfication with job performance ($p=0,005$) with $rs\text{-value}=0,508$ and found the relation between common job satisfication with job performance ($p=0,046$) with $rs\text{-value}=0,374$. Statistical test with Mann Whitney-U was not found the different between job satisfication and job performance of sex ($p=0,631$ and $p=0,760$), of employee affairs statues ($p=0,696$ and $p=0,281$). Statistic test with Kruskal Wallis was not found different between job satisfication and job performance of age ($p=0,359$ and $p=0,251$), of education ($p=0,227$ and $p=0,532$), of work period ($p=0,664$ and $p=0,330$) and exercise frequencies ($p=0,254$ and $p=0,649$). It's suggested to repair communication with school guard and Puskesmas, Puskesmas is expected more concern of UKS's activities in elementary schools and health departement is expected to give exercise and guideline book of UKS for elementary schools.(/i)

Keyword : Job performance, UKS, job satisfication