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ABSTRAK

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Faktor Individu, Organisasi, dan Psikologis yang Berhubungan dengan Kinerja Bidan Desa dalam Pelaksanaan Surveilans Gizi Buruk di Kabupaten Demak Provinsi Jawa Tengah

xii + 137 halaman + 46 tabel + 3 gambar

Gizi buruk pada balita masih menjadi masalah bagi Kabupaten Demak, hal ini terbukti dari 14 kecamatan terdapat 9 kecamatan (64%) masih rawan gizi. Jumlah gizi kurang maupun buruk pada balita di Kabupaten Demak pada 3 tahun terakhir masih sangat tinggi. Kondisi tersebut memerlukan upaya kewaspadaan untuk mencegah terjadinya KLB gizi buruk melalui kegiatan surveilans gizi. Namun pada kenyataannya pelaksanaan surveilans gizi yang dilakukan oleh bidan desa dinilai belum dapat berjalan dengan baik. Penelitian bertujuan untuk mengetahui apakah ada hubungan faktor individu, faktor organisasi, dan faktor psikologis bidan dengan kinerjanya dalam pelaksanaan surveilans gizi.

Jenis penelitian bersifat *explanatory research*, dengan pendekatan *cross-sectional*. Pengumpulan data melalui wawancara dengan keusioner terstruktur. Populasi penelitian adalah bidan desa, dengan jumlah sampel sebanyak 87 responden yang diambil dengan teknik *simple random sampling*.

Hasil analisis univariat menunjukkan: 78,2% bidan desa tergolong usia muda (? 35 tahun), 92,0% berpendidikan Diploma III dan Diploma IV/Sarjana, 54,0% berpendapatan ? Rp. 700.000 (54,0%), 97,7% mempunyai kemampuan dan keterampilan di bidang surveilans gizi, 96,6% berpengalaman dalam surveilans gizi, 95,4% bidan didukung oleh atasan, 94,3% insentif kurang memadai, 71,3% desain dan struktur pekerjaan pada instansinya mendukung, 88,5% mendapat dukungan dari teman seprofesinya, 98,9% mempunyai sikap dan 88,5% mempunyai motivasi yang baik terhadap kegiatan tersebut. Hasil analisis dengan uji *Rank Spearman* menunjukkan bahwa variabel yang berhubungan dengan kinerja bidan antara lain: umur ($p = 0,014$); kemampuan dan keterampilan ($p=0,019$); pengalaman ($p=0,0001$); dukungan atasan langsung ($p=0,0001$); dukungan teman seprofesi ($p=0,007$); sikap ($p=0,028$); dan motivasi ($p=0,023$). Hasil uji multivariat menunjukkan bahwa yang mempunyai pengaruh terhadap variabel kinerja bidan adalah variabel pengalaman ($p=0,0001$), variabel kemampuan dan keterampilan ($p=0,014$), dan variabel dukungan teman seprofesi ($p=0,021$).

Disarankan pada DKK Demak untuk merumuskan model pelatihan surveilans gizi sesuai dengan kebutuhan dilapangan. Bagi bidan desa diharapkan meningkatkan kompetensinya dalam surveilans gizi melalui pelatihan, seminar, saling sharing dan diskusi antar teman seprofesi. Bagi puskesmas harus lebih intensif memonitoring kinerja bidan di lapangan.

Kata Kunci : Faktor individu, faktor organisasi, faktor psikologi, kinerja bidan desa, surveilans gizi

Bibliography : 37 Buku, 5 Makalah, 2 Perundang-undangan.

ABSTRACT

Tri Susilowati

Individual, Organizational and Psychological Factors Related to Village Midwives Performance on the Implementation of Severe Malnutrition Surveillance in Demak District, Central Java Province

xii + 137 pages + 46 tables + 3 figures

Severe malnutrition on under-five children was still a problem in Demak district and was proven that 9 of 14 sub-districts (64%) were in the nutritional vulnerable status. The number of under-five children with poor and severe malnutrition in Demak district for the last 3 years was very high. That condition needed awareness efforts to prevent severe malnutrition outbreak through nutritional surveillance activities. In fact, the implementation of nutritional surveillance by village midwives did not run well. The objective of this study was to identify the association between individual, organizational, psychological factors of midwives and their performance on the implementation of nutritional surveillance.

This was an explanatory research with cross sectional approach. Data were collected through interview using structured questionnaire. Study population was midwives. Eighty seven respondents were selected as study sample using simple random sampling technique.

Results of the univariate analysis indicated that 78.2% of village midwives was in the young age category (< 35 years old), 92.0% of respondents was in the D III and D IV/ Bachelor level of education, 54.0% of respondents had income of < IDR. 700,000, 97.7% of respondents had ability and skills in nutritional surveillance, 96.6% of respondents had experience in nutritional surveillance, 95.4% of respondents was supported by their leaders, 94.3% of respondents received insufficient incentive, 71.3% of respondents reported that design and the job structure of their institution supported their works, 88.5% of respondents obtained support from their colleagues, 98.9% of respondents had good attitude and 88.5% of respondents had good motivation towards the activity. Result of analysis using Rank Spearman showed that variables related to midwives performance among other: age (p: 0.014), ability and skills (p: 0.019), experience (p: 0.0001), support by direct leader (p: 0.0001), support from colleagues (p: 0.007), attitude (p: 0.028) and motivation (p: 0.023). Result of multivariate test showed variables that influenced the performance of midwives were experience (p: 0.0001), ability and skills (p: 0.014) and colleagues support (p: 0.021).

It is suggested that Demak health office (DKK) formulates nutritional surveillance training model according to the need in the field. Village midwives are expected to improve their competence in nutritional surveillance through trainings, seminars, sharing and discussions among colleagues. Primary health centers (puskesmas) are expected to do midwives performance monitoring in the field more intensively.

Key words : Individual factor, organizational factor, psychological factors, village midwives performance, nutritional surveillance.

Bibliography : 37 books, 5 articles, 2 acts