

ABSTRAK

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Analisis Pengaruh Karakteristik Individu, Fasilitas, Supervisi dan Motivasi terhadap Kinerja Petugas Pelaksana Pelayanan Program MTBS (Manajemen Terpadu Balita Sakit) di Kabupaten Banyumas Tahun 2010

xiv + 109 halaman + 25 tabel + 4 bagan

MTBS sebagai salah satu upaya dalam menurunkan Angka Kematian Bayi dan Kematian Balita telah dilaksanakan di Kabupaten Banyumas. Tetapi AKABA dan kematian balita pada tahun 2007 masih tinggi yaitu 9,6/1000 kelahiran hidup. Tujuan Penelitian adalah untuk mengetahui pengaruh pengetahuan, persepsi beban kerja, fasilitas, persepsi terhadap supervisi, motivasi terhadap kinerja petugas kesehatan pelaksana program MTBS di Kabupaten Banyumas.

Penelitian adalah *observasional* analitik dengan pendekatan *cross sectional*. Instrumen penelitian menggunakan kuesioner terstruktur yang telah diuji validitas dan reliabilitasnya. Jumlah sampel 99 responden. Analisis yang digunakan adalah uji *chi square* dan uji regresi logistik.

Hasil penelitian menunjukkan bahwa responden berusia 30-40 tahun (51,5 %). Tingkat pendidikan responden DIII Kebidanan (35,4%), status kepegawaian responden PNS (73,7%). Puskesmas yang sudah memiliki ruangan MTBS 15 Puskesmas dari 39 puskesmas. Responden mempunyai pengetahuan yang kurang (56,6%), persepsi beban kerja banyak (59%). Tempat pelayanan memiliki fasilitas lengkap (53,5%). Responden memiliki persepsi supervisi baik (67,7%). Responden memiliki motivasi tinggi (53,5 %). Kinerja petugas pemberi pelayanan MTBS yang cukup (54,5 %). Hasil analisis bivariat menunjukkan bahwa variabel persepsi beban kerja (*p value* = 0,0001), motivasi (*p value* = 0,008) berhubungan dengan kinerja petugas. Analisis multivariat menunjukkan adanya pengaruh variabel persepsi beban kerja (*p value* = 0,0001, Exp B : 9.734), motivasi (*p value* = 0,005, Exp B : 3.986) terhadap kinerja petugas.

Dinas Kesehatan perlu mengadakan pelatihan MTBS, merubah persepsi petugas tentang beban kerja, pengadaan ruangan periksa MTBS, pengadaan form pelayanan MTBS, pemberian modul MTBS, penelitian lebih lanjut tentang analisis beban kerja.

Kata Kunci : Pengetahuan, persepsi supervisi, persepsi beban kerja, kinerja petugas pemberi pelayanan MTBS

Pustaka : 54 (1989-2008)

ABSTRACT

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Analysis on the Influence of Individual Characteristics, Facilities, Supervision and Motivation to the Performance of MTBS (Integrated Management of Childhood Illness) Program Service Workers in Banyumas District 2010
xiv + 109 pages + 25 tables + 4 figures

Integrated Management of Childhood Illness (MTBS) as one of way to reduce infant mortality rate and under-five children mortality rate has been implemented in the district of Banyumas. However, infant mortality rate and under-five children mortality rate in 2007 was still high, 9.6/1000 live birth. The objective of this study was to identify the influence of knowledge, work load perception, facilities, perception on supervision and motivation towards the performance of MTBS program workers in the district of Banyumas.

This was an observational-analytical study with a cross sectional approach. Structured questionnaire was used as a study instrument. It had been tested for its validity and reliability. The number of samples used in this study was 99 respondents. Chi square and logistic regression test were implemented in the data analysis.

Results of this study showed that 51.5% of respondents was in the age of 30-40 years old, 35.4% of respondents was in the D3 midwifery level of education, 73.3% of respondent's job occupation was civil servants. Among 39 primary health centres (puskesmas), 15 of them had MTBS room. Respondents with poor knowledge were 56.6%, respondents with good perception on supervision were 67.7%. Respondents with high motivation were 53.5%. Performance of MTBS service workers was sufficient (54.5%). Result of bivariate analysis indicated that work load perception ($p: 0.0001$), motivation ($p: 0.008$) were associated with the performance of workers. Multivariate analysis showed the influence of work load perception ($p: 0.0001$, Exp B: 9.734), motivation ($p: 0.005$, Exp B: 3.986) towards the performance of workers.

Health office needs to provide MTBS training, modify workers perception on work load, provide MTBS examination room, provide MTBS service form, give MTBS module and to do continuing research on work load analysis

Key words : Knowledge, supervision perception, workload perception,
performance of MTBS service workers.

Bibliography : 54 (1989-2008)