

ABSTRAK

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Analisis Kinerja Kader Koordinator Posyandu di Kabupaten Demak Tahun 2010

xiii + 93 halaman + 25 tabel + 3 gambar + 7 lampiran

Posyandu merupakan salah satu upaya pemerintah dalam pelayanan kesehatan Ibu dan Anak yaitu suatu pelayanan kesehatan yang melibatkan peran serta masyarakat terutama kader koordinator posyandu. Data balok S,K,D,N atau dalam bentuk D/S (79,01%), N/D (52,61%), K/S (94,91%) di kabupaten demak dengan melihat pencapaian tiap posyandu masih di bawah target Kabupaten yaitu D/S (87,00), N/D (78,00), K/S (100%).

Metode penelitian yang digunakan adalah survey dan wawancara, jenis penelitian inferensial yaitu melakukan analisis hubungan antar variable dengan pengujian hipotesis, bersifat *explanatory*, menggunakan metode kuantitatif, dengan pendekatan penilaian cross sectional. Jumlah sampel 154 orang dengan tehnik sampling menggunakan simple random sampling. Analisis univariat menggunakan statistik deskriptif, analisis bivariat menggunakan statistik non parametric dengan uji Chi Square, dan analisis multivariat menggunakan *Ordinal Logistic Regression*.

Hasil penelitian menunjukkan bahwa mayoritas kepemimpinan kurang 59,1%, pelatihan kurang 79,2%, sarana prasarana kurang 53,2%, kompensasi kurang 63,6%, motivasi kurang 59,1% dan kinerja kurang 55,2%. Hasil uji statistik menggunakan chi square menunjukkan hubungan antara kepemimpinan, pelatihan, sarana prasarana, dan motivasi dengan kinerja kader koordinator posyandu berdasarkan hasil uji statistik χ^2 - value(0,000, 0,000, 0,023, 0,002). Ada pengaruh yang signifikan kepemimpinan, pelatihan, sarana prasarana, secara simultan terhadap kinerja berdasarkan hasil uji statistik χ^2 hitung lebih besar daripada χ^2 tabel.

Berdasarkan hasil penelitian, disarankan kepada dinas kesehatan untuk meningkatkan kinerja kader koordinator dengan memberikan penghargaan terhadap kader koordinator melalui mekanisme tertentu, misalnya kompensasi/insentif yang memadai, memperbaiki dan melengkapi sarana prasarana, kesempatan mendapatkan pelatihan, memberikan motivasi dan memperbaiki kepemimpinan melalui struktur organisasi yang baik.

Kata Kunci : Kinerja, kader koordinator posyandu, Kabupaten Demak

Kepustakaan : 23 buah (1998 – 2007)

ABSTRACT

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Analysis on Posyandu Cadre Coordinator Work Performance in Demak District in 2010

xiii + 93 pages + 25 tables + 3 figures + 7 enclosures

Posyandu was one of government means in maternal and child health service. This was a service involving community participation specifically posyandu coordinator cadres. SKDN data showed D/S (79.01%), N/D (52.61%), K/S (94.91%). In Demak district, these SKDN accomplishments for each primary healthcare center was still below the district target specifically D/S (87.0%), N/D (78.0%) and K/S (100.0%).

Research method used in this study was survey and interview. This was an inferential research that conducted association analysis among variables and tested the hypothesis, an explanatory research using quantitative method and cross sectional approach. The number of sample was 154 people who were selected using simple random sampling technique. Univariate analysis was performed by applying descriptive statistics. Bivariate analysis was performed by applying non parametric statistics with chi-square test and ordinal logistic regression was performed for multivariate analysis.

Results of the study showed that majority of respondents reported lack of leadership (59.1%), lack of training (79.2%), lack of facilities (59.1%) and poor work performance (55.2%). Results of statistical test, chi-square test, indicated significant associations between leadership (p: 0.000), training (p: 0.000), facilities (p: 0.023), motivation (p: 0.002) and posyandu coordinator cadres performance. Simultaneously there was significant influence of leaderships, training, and facilities toward work performance indicated by higher value of calculated x^2 than table x^2 .

Based on results of the study, it is suggested to the district health office to improve the work performance of coordinator cadres by giving rewards to the coordinator cadres through certain mechanism such as sufficient compensation / incentive, improving and completing facilities, giving opportunity to attend in training, giving motivation and improving leaderships through good organizational structure.

Key words : Work performance, posyandu coordinator cadres, Demak district

Bibliography : 23 (1998 – 2007)