ABSTRAK

Fidyah Aminin
Determinan Kepuasan Kerja Bidan Desa dalam Peran Pembinaan Desa Siaga Tahun 2011
157 halaman + 34 tabel + 4 gambar + 8 lampiran

AKI di Kabupaten Blitar masih tinggi yaitu 89,83 per 100.000 kelahiran hidup. Dinas Kesehatan Kabupaten Blitar melakukan beberapa upaya untuk menurunkan AKI salah satunya adalah program Desa Siaga. Bidan desa memiliki peran besar dalam program ini oleh karena itu perlu diketahui determinan kepuasan kerja bidan desa. Tujuan Penelitian untuk mengetahui pengaruh pengetahuan, kompensasi, penempatan, persepsi beban kerja, suasana kerja, sarana prasarana, kepemimpinan dan sifat pekerjaan terhadap kepuasan kerja bidan desa dalam peran pembinaan Desa Siaga di Kabupaten Blitar.

Jenis penelitian adalah *Observasional* dengan pendekatan *Cross Sectional.* Subyek penelitian 69 bidan desa yang dipilih secara proporsional dari 22 Puskesmas di Kabupaten Blitar. Variabel bebas adalah pengetahuan, kompensasi, penempatan, persepsi beban kerja, suasana kerja, sarana prasarana, kepemimpinan, sifat pekerjaan. Variabel terikat adalah kepuasan kerja bidan desa dalam peran pembinaan Desa Siaga. Data dianalisis secara univariat dengan distribusi frekuensi, bivariat dengan *Chi Square* dan multivariat dengan *Uji Regresi Logistik.*

Hasil penelitian menunjukkan sebagian besar responden menyatakan tidak puas dengan perannya (58%), pengetahuan bidan desa kategori baik (65%) , kompensasi sesuai (57,9%), penempatan sesuai (60,9%), persepsi beban kerja tidak berat (65,2%), suasana kerja mendukung (66,7%), sarana prasarana tersedia dan layak pakai (100%), kepemimpinan baik (65,2%) dan sifat pekerjaan menarik (68,1%). Variabel yang berhubungan dengan kepuasan adalah sifat pekerjaan (p *value* = 0,011), penempatan (p *value* = 0,008), persepsi beban kerja (p *value*= 0,009) dan kompensasi (p *value* = 0,028) sedangkan variabel yang tidak berhubungan yaitu pengetahuan (p *value* 0,578), suasana kerja (p *value* 0,730) dan kepemimpinan (p *value* 0,578). Ada pengaruh secara bersama-sama variabel sifat pekerjaan, penempatan, persepsi beban kerja dan kompensasi terhadap kepuasan bidan desa dalam kinerja pengembangan Desa Siaga. Namun variabel yang paling berpengaruh adalah sifat pekerjaan.

Disarankan bagi Dinas Kesehatan untuk melakukan penegakan peraturan mengena pengisian partograf, pelatihan Pencegahan Infeksi dan asfiksia, pemberian penghargaan bagi bidan desa dan meningkatkan peran serta tokoh masyarakat.

ABSTRACT

Fidyah Aminin
Determinants of Village Midwives Job Satisfaction in the Development Role of Village Alertness Program in Blitar, 2011
157 pages + 34 tables + 4 figures + 8 enclosures

Maternal Mortality Rate (AKI) in Blitar was high (89.93 per 100,000 live births). The Health Office of Blitar District implemented several efforts to lower AKI, one of which was village alert program. Village midwives had an important role in this program; therefore the determinant of village midwives' work satisfaction should be acknowledged. The aim of this research was to know the influence of knowledge, compensation, allocation, perception on workload, work atmosphere, facilities, leadership and job characteristics towards village midwives' work satisfaction on village alert supervision role in Blitar District.

This was an observational research with cross sectional approach. Research subjects were 69 village midwives who were proportionally selected from 22 primary healthcare centers in Blitar district. Knowledge, compensation, allocation, workload perception, work atmosphere, facility, leadership and job characteristics were the independent variables. The dependent variable was village midwives work satisfaction on village alert supervision role. Univariate analysis was performed in the data analysis by presenting frequency distribution. Bivariate analysis was done by applying Chi-Square test, and logistic regression was applied for multivariate analysis.

Results of the study showed that the majority of respondents stated that they were not satisfied with their role (58%), knowledge of midwives was categorized as good (65%), compensation was sufficient (57.9%), allocation was right (60.9%), workload is perceived as not heavy (65.2%), work atmosphere was supportive (66.7%), facilities were available and usable (100%), leadership was good (65.2%) and work characteristics were interesting (68.1%). Variables associated with satisfaction were work characteristics (p value = 0.011), allocation (p value = 0.008), workload perception (p value = 0.009) and compensation (p value = 0.028). Variables that were not associated with satisfaction were knowledge (p value 0.578), work atmosphere (p value 0.730), and leadership (p value 0.578). There was simultaneous influence among variables: work characteristics, allocation, workload perception and compensation towards village midwives' work satisfaction in the performance of village alert development. The most influencing variable was work characteristics.

It is suggested to the Health Office to reinforce the regulation on partograph filling, infection and asphyxia prevention training, giving rewards to village midwives, and improvement of community leader participation.

Key words   : work satisfaction determinant, village alert, work satisfaction,
          supervision role, village midwives
Bibliography   : 41 (1996-2010)