

ABSTRAK

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Analisis Beberapa Faktor Individu, Organisasi, Psikologi yang Berhubungan dengan Kinerja Koordinator Program Keperawatan Kesehatan Masyarakat (PERKESMAS) di Puskesmas Kota Semarang Tahun 2012

xiii + 101 halaman + 25 tabel + 2 gambar + 8 lampiran

Keperawatan kesehatan masyarakat (Perkesmas) mempunyai peranan penting di Puskesmas. Tetapi tugas pokok koordinator belum terlaksana dengan baik sehingga Kinerja Koordinator Program Perkesmas belum sesuai harapan. Penelitian ini bertujuan untuk mengetahui hubungan beberapa faktor individu, organisasi, psikologi terhadap kinerja koordinator program perkesmas di Puskesmas Kota Semarang.

Jenis penelitian ini merupakan penelitian Observasional, dengan pendekatan *diskriptif analitik*. Metode penelitian survey dengan pendekatan *cross sectional*. Populasi penelitian seluruh koordinator program perkesmas di Puskesmas Kota Semarang yang berjumlah 37 orang. Sampel penelitian adalah total populasi. Penelitian ini dilakukan dengan menggunakan kuesioner dan data dianalisis dengan uji korelasi *Rank Spearman* dan uji regresi linier.

Hasil penelitian menunjukkan bahwa petugas perkesmas terdiri 83,8% perempuan, berumur 25 sampai 54 tahun, sebagian besar berpendidikan D III Keperawatan 72,9%, dengan masa kerja antara 3 sampai 20 tahun. Hasil penelitian menunjukkan bahwa antara pengetahuan ada hubungan yang bermakna dengan kinerja koordinator ($p=0,001$, $r_s=0,522$), sikap ada hubungan yang bermakna dengan kinerja koordinator ($p=0,048$, $r_s=0,328$). Kesimpulan : Permasalahan kurangnya pengetahuan koordinator dalam menetapkan prioritas masalah, pembinaan keluarga rawan, tidak ada dukungan dari kepala puskesmas, koordinator tidak melakukan bimbingan, dan refleksi diskusi kasus.

Saran : Dinas Kesehatan Kota Semarang perlu mengadakan pelatihan perkesmas, bimbingan teknis program perkesmas, Kepala Puskesmas perlu memberi dukungan, Koordinator program perkesmas perlu kerjasama lintas sektor/program dan bimbingan kepada perawat pelaksana.

Kata Kunci : Kinerja, faktor yang berhubungan dengan kinerja koordinator program, Puskesmas Kota Semarang

Kepustakaan : 47. 1992 – 2008

ABSTRACT

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Analysis on Individual, Organisational and Psychological Factors Related to the Work Performance of Community Health Nursing Program Coordinators at Primary Healthcare Centers in Semarang City, 2012

xiii + 101 pages + 25 tables + 2 figures + 8 enclosures

Public health nursing (Perkesmas) had important roles in the primary healthcare center. However, the main duty of the coordinator was not done properly, and this caused the work performance of Perkesmas program coordinator was not suit with the expectation. Objective of this study was to identify association of individual, organizational, and psychological factors toward work performance of Perkesmas program coordinator in the primary healthcare centers in Semarang city.

This was an observational study using survey method with cross sectional and descriptive-analytical approaches. Study population was all 37 coordinators of Perkesmas program in the primary healthcare centers in Semarang city. Study samples were all members of study population. Data were collected using questionnaire, and it was analyzed by applying rank Spearman correlation and linier regression tests.

Results of the study showed that 83.8% of Perkesmas workers were females, in the age group of 25-54 years old; majority of respondents (72.9%) were with highest educational level of D3 in nursing, and with work period range of 3-20 years. Work performance of program coordinator was associated significantly with knowledge ($p= 0.001$, $r= 0.522$), attitude ($p= 0.048$, $r= 0.328$).

In conclusion, problems of knowledge insufficiency of program coordinator in determining problems priority, and in assisting vulnerable families were still found. In addition, there was no support from the head of puskesmas; program coordinator did not conduct supervision and reflection of case discussion.

Suggestions for Semarang city health office are to conduct training on Perkesmas, and to do technical assistance on Perkesmas program. Head of puskesmas is expected to give supports; Perkesmas program coordinators need to set cross sectors and cross programs collaborations, and they have to do supervision to the executive nurses.

Key words : work performance, factors related to the work performance of
program coordinator, puskesmas in Semarang city

Bibliography : 47, 1992-2008