

## **ABSTRAK**

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**Evaluasi Manajemen Pelatihan Kader Pos Pelayanan Terpadu di Puskesmas Paruga Kota Bima Provinsi Nusa Tenggara Barat**

**119 halaman + 17 tabel + 6 gambar + 13 lampiran**

Pelatihan Kader Posyandu di Puskesmas Paruga Kota Bima belum meningkatkan kompetensi kader Posyandu karena penimbangan bayi dan balita di Posyandu hanya mencapai 70%, lebih rendah dari target SPM yaitu 80%. Tujuan penelitian adalah melakukan evaluasi terhadap pelatihan kader Posyandu dan menganalisis hasil evaluasi untuk perbaikan pelaksanaan pelatihan kader Posyandu di Puskesmas Rasanae Timur.

Pelaksanaan Penelitian dilakukan secara kualitatif dan kuantitatif. Evaluasi pelaksanaan pelatihan dilakukan secara kualitatif dengan wawancara mendalam di Puskesmas Paruga Kota Bima. Informan utama adalah Tim Pelaksana Pelatihan kader Posyandu. Analisis kualitatif dilakukan dengan analisis isi. Evaluasi uji coba Informan metode pelatihan dilakukan secara kuantitatif di Puskesmas Rasanae Timur dengan membandingkan dua kelompok sasaran dengan menggunakan metode konvensional dan Belajar Berdasarkan Masalah (BBM). Subjek penelitian adalah Tim Pelaksana Pelatihan dan kader Posyandu sejumlah 28 orang pada kelompok konvensional dan 38 orang pada kelompok Belajar Berdasarkan Masalah (BBM). Analisis data dilakukan dengan analisis bivariat uji *Paired t-test*.

Hasil penelitian menunjukkan bahwa kualitas SDM masih rendah dan tidak memiliki pedoman pelatihan dalam manajemen pelatihan kader. Perencanaan tidak melibatkan kader, pelaksanaan pelatihan tidak sesuai dengan tujuan pelatihan dan evaluasi belum dilakukan pada pelatihan. Pelatihan kader dengan metode Belajar Berdasarkan Masalah dan konvensional meningkatkan pengetahuan dan keterampilan kader. Metode BBM meningkatkan pengetahuan dan keterampilan kader lebih tinggi daripada metode konvensional dan kepuasan kader lebih tinggi.

Perencanaan pelatihan seharusnya melibatkan kader Posyandu, dilakukan penyusunan pedoman pelatihan dan dilaksanakan sesuai tujuan serta dilakukan evaluasi. Pelatihan dengan metode Belajar Berdasarkan Masalah meningkatkan kompetensi kader lebih baik daripada metode konvensional.

Kata kunci : Evaluasi, Manajemen Pelatihan, Kader Posyandu, Belajar Berdasarkan Masalah

Pustaka : 63 (1993-2012)

## **ABSTRACT**

**Rostinah**

**Evaluation on Integrated Health Post Cadres Training Management in Primary Healthcare Centers at Bima City, Nusa Tenggara Barat Province**

**119 pages + 17 tables + 6 figures + 13 enclosures**

Training of posyandu (integrated service post) cadres in Paruga primary healthcare center (puskesmas) Bima city did not improve the posyandu cadres' competency. It was indicated by only 70% infants and under-five children weighed their bodyweight in the posyandu; this was below the SPM (80%). Objective of this study was to evaluate training of posyandu cadres, and to analyze the evaluation results to improve the implementation of posyandu cadre trainings in East Rasanae primary healthcare centers.

This was a qualitative and quantitative study. Evaluation of the training implementation was done qualitatively by conducting in-depth interview at Paruga primary healthcare center, Bima city. Main informant was task force team for posyandu cadre training. Content analysis was applied in the qualitative analysis. Evaluation of a pilot testing on training method was done quantitatively in the East Rasanae puskesmas. Two target groups, one with conventional method and the other with problem based learning (BBM) method, were compared. Study subjects were training taskforce, 28 posyandu cadres in the conventional method group, and 38 cadres in the problem based learning method group. Paired t-test was applied in the bivariate analysis.

Results of the study showed that human resource quality was inadequate, and no standard guidelines for cadre training management. Cadres were not involved in the planning, implementation of training did not match with the training purposes, and training evaluation was not conducted. Cadre training with problem based learning and conventional methods improved knowledge and skill of the cadres. The improvement of knowledge and skill of cadres was higher in the BBM method group than in the conventional method group. Similarly, cadre satisfaction was higher in the BBM method group than in the conventional method group.

Training plan should involve posyandu cadres; training guidelines should be made; training implementation should be done according to the training purposes, and evaluation should be conducted. Training with BBM method is better in increasing cadre competence than conventional method.

Key words : evaluation, training management, posyandu cadre, problem-based learning

Bibliography : 63 (1993-2012)