**Universitas Diponegoro**

**Fakultas Kesehatan Masyarakat**

**Program Magister Ilmu Kesehatan Masyarakat**

**Konsentrasi Administrasi Kebijakan Kesehatan**

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**ABSTRAK**

**Teungku Nih Farisni**

**Analisis Faktor-Faktor Motivasional yang Berhubungan dengan Kinerja Bidan Desa dalam Pembinaan Kader Posyandu di Kabupaten Aceh Barat Tahun 2014**

**xiv + 105 halaman + 26 tabel + 3 gambar + 19 lampiran**

Indikator kerja pelaksanaan posyandu di Kabupaten Aceh Barat masih jauh dari target yang ditentukan dan mengalami penurunan pada tahun 2011-2013. Hasil studi pendahuluan menunjukkan bahwa kinerja bidan desa masih kurang dalam pembinaan kader posyandu. Tujuan penelitian untuk menganalisis faktor motivasional yang berhubungan dengan kinerja bidan desa dalam pembinaan kader posyandu.

Penelitian dilakukan secara kuantitatif dan kualitatif. Penelitian kuantitatif bersifat analitik dengan desain *cross sectional*. Subjek penelitian adalah 146 bidan desa dipilih secara *clustered random sampling* tingkat puskesmas*.* Pengumpulan data dengan wawancara menggunakan kuesioner terstruktur. Analisis hubungan dengan uji *Chi Square* dan multivariat dengan *regresi logistic*. Pengumpulan data kualitatif dengan wawancara mendalam terhadap bidan desa. Analisis kualitatif dilakukan dengan analisi isi.

Hasil penelitian menunjukkan 64,4% kinerja responden kurang. Sebanyak 54,8% tanggung jawab kurang baik, sebesar 62,3% pengembangan potensinya kurang, kompensasi yang dirasakan kurang 57,5% dan supervisi yang dirasakan kurang 52,7%. Ada hubungan positif antara tanggung jawab (C= 0,237, p=0,006), pengembangan potensi (C= 0,268, p=0,001), kompensasi (C=0,518, p=0,0001), kondisi kerja (C=0,237, p=0,006) dan supervisi (C=0,261, p=0,002,) dengan kinerja bidan desa dalam pembinaan kader posyandu. Kompensasi berpengaruh paling besar terhadap kinerja bidan desa (Exp-B = 17,383, p=0,0001). Kendala bidan desa dalam pembinaan kader posyandu adalah kurangnya dana, belum ada pelatihan khusus untuk pembinaan kader posyandu dan ketersediaan fasilitas.

Kompensasi berpengaruh paling besar terhadap kinerja bidan desa dalam pembinaan kader posyandu. Disarankan kepada Puskesmas dan Dinas kesehatan untuk meningkatkan motivasi bidan desa dalam pembinaan kader posyandu dengan memberikan apresiasi kepada bidan desa yang telah melakukan pembinaan kader posyandu dan melakukan penyegaran kembali tentang pembinaan kader posyandu.

Kata kunci : motivasi, kinerja, bidan desa, pembinaan kader, posyandu.

Daftar Pustaka : 55 (1990-2013)

**Diponegoro University**

**Faculty of Public Health**

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**ABSTRACT**

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**Analysis of Motivational Factors Relating to Performance of Village Midwives in Developing Cadres of Integrated Service Post in District of West Aceh in 2014**

**xiv + 105 pages + 26 tables + 3 figures + 19 enclosures**

Employment indicators of an integrated service post implementation in District of West Aceh had not reached the target yet and decreased since 2011 until 2013. The result of preliminary research showed that performance of village midwives was low in developing cadres of integrated service post. This research aimed to analyze motivational factors relating to the performance of village midwives in developing cadres of integrated service post.

This was quantitative and qualitative research. Quantitative research was conducted analytically with cross-sectional approach. Number of samples were 146 village midwives selected using clustered random sampling method at a level of health center. Data were collected by interview using a structured questionnaire. Data were analysed using bivariate (Chi-Square) and multivariate analyses (Logistic Regression). Furthermore, data collection for qualitative research used in-depth interview towards village midwives. Data were analyzed using content analysis.

The result of this research revealed that most of the respondents had low performance (64.4%), less responsibility (54.8%), lack of self-development (62.3%), lack of compensation (57.5%), and lack of supervision (52.7%). Variables of responsibility (C=0.237, p=0.006), self-development (C=0.268, p=0.001), compensation (C=0.518, p=0.0001), work condition (C=0.237, p=0.006) and supervision (C=0.261, p=0.002) had positive and significant relationship with the performance of village midwives. Compensation was the most influenced factor towards the performance of village midwives (Exp(B)=17.383, p=0.0001). Village midwives had some barriers in developing the cadres as follows: lack of funds, no specific training for the cadres, and lack of facilities.

Compensation had the big influence on the performance of village midwives in developing the cadres. Therefore, health centers and District Health Office need to improve midwives' motivation by providing rewards to those who have developed the cadres and to conduct training of the development of the cadres.

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Key Words : Work Motivation, Village Midwives, Development of Cadres,

 Integrated Service Post

Bibliography : 55 (1990-2013)