**Universitas Diponegoro**

**Fakultas Kesehatan Masyarakat**

**Program Magister Ilmu Kesehatan Masyarakat**

**Konsentrasi Kesehatan Ibu dan Anak**

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**ABSTRAK**

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**Pengaruh Iklim Organisasi dan Sikap Kerja terhadap Kinerja Bidan Desa dalam Pelaksanaan Kelas Ibu Hamil di Kabupaten Jombang Provinsi Jawa Timur Tahun 2014**

**xvi + 142 halaman + 40 tabel + 6 gambar + 14 lampiran**

 Program kelas ibu hamil di Kabupaten Jombang belum sepenuhnya dilaksanakan oleh bidan desa, hal ini karena lemahnya tata kelola organisasi puskesmas, yang mengakibatkan bidan desa tidak puas, serta rendahnya keterlibatan dan komitmen bidan desa dalam melaksanakan kelas ibu hamil. Tujuan penelitian ini adalah untuk menganalisis pengaruh iklim organisasi terhadap kinerja bidan desa dalam pelaksanaan kelas ibu hamil melalui sikap kerja (kepuasan kerja, keterlibatan kerja dan komitmen organisasi) di Kabupaten Jombang Provinsi Jawa Timur.

Jenis penelitian ini adalah observasional analitik dengan pendekatan *cross sectional,* pengambilan data menggunakan wawancara dengan kuesioner terstruktur. Populasi penelitian ini adalah seluruh bidan desa di Puskesmas Kabupaten Jombang sejumlah 433 orang. Pengambilan sampel dilakukan secara *clustered* *random* *sampling* sejumlah 90 orang. Metode analisa data adalah analisis jalur.

Hasil penelitian ini menunjukkan kinerja tinggi 52,2%, kepuasan kerja tinggi 53,3% dan keterlibatan kerja tinggi 51,1%, sementara untuk iklim organisasi rendah 55,6%, dan komitmen organisasi rendah 51,1%. Ada pengaruh langsung Iklim organisasi terhadap kinerja bidan desa dalam melaksanakan kelas ibu hamil (p = 0,001 dan Beta = 256). Ada pengaruh tidak langsung iklim organisasi terhadap kinerja melalui sikap kerja yaitu kepuasan kerja (thitung = 2,736 > ttabel 1,664, dan Beta = 0,201), keterlibatan kerja (thitung = 1,923 > ttabel 1,664 dan Beta = 0,067) dan komitmen organisasi (thitung = 3,923 > t tabel 1,664, dan Beta = 0,212), sehingga pengaruh total sebesar 0,736 lebih besar dari 0,5 (50%).

Disimpulkan bahwa pengaruh tidak langsung iklim organisasi terhadap kinerja melalui sikap kerja (kepuasan kerja, keterlibatan kerja dan komitmen organisasi) lebih besar daripada pengaruh langsung. Direkomendasi bagi Dinas Kesehatan Kabupaten Jombang dan Kepala Puskesmas, untuk mengadakan pelatihan fasililator kelas ibu hamil dan pemberian reward/insentif bagi bidan desa serta membentuk kolaborasi dan tim kerja yang baik.

Kata kunci : iklim organisasi, kepuasan kerja, keterlibatan kerja, komitmen

 organisasi, kinerja, bidan desa

Referensi : 69 (1994-2013)

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**ABSTRACT**

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**The Influence of Organizational Climate and Work Attitudes towards the Performance of Village Midwife in Conducting Pregnant Women’s Class in District of Jombang in Province of East Java in 2014**

**xvi + 142 pages + 40 tables + 6 figures + 14 enclosures**

A program of pregnant women’s class in District of Jombang had not been comprehensively implemented by village midwives. This was due to the weakness of organizational governance at a level of health center by which village midwives felt unsatisfied and had low involvement and commitment to conduct pregnant women’s class. This research aimed to analyze the influence of organizational climate towards the performance of village midwives in conducting pregnant women’s class through work attitudes (work satisfaction, work involvement, and organizational commitment) in District of Jombang in Province of East Java.

This was an observational analytical study with cross sectional approach. Data were collected using a structure questionnaire. Samples were carried out using a method of clustered random sampling. Number of samples were 90 respondents randomly selected from 433 village midwives in all work areas of health centers in District of Jombang. Furthermore, data were analyzed using path analysis.

The result of this research showed that most respondents had high performance (52.2%) and high work involvement (51.1%). In contrast, most of them low organizational climate (55.6%) and low organizational commitment (51.1%). Organizational climate directly influenced the performance of village midwives in conducting pregnant women’s class (p = 0.001 and Beta = 256). Otherwise, indirect influence of organizational climate towards the performance of village midwives was through work attitudes, namely work satisfaction (t calculation = 2.736 > t table = 1.664, and Beta = 0.201), work involvement (t calculation = 1.923 > t table = 1.664 and Beta = 0.067), and organizational commitment (t calculation = 3.923 > t table = 1.664, and Beta = 0.212). Therefore, total influence was equal to 0.736 greater than 0.5 (50%).

In conclusion, indirect influence of organizational commitment was through work attitudes (work satisfaction, work involvement, and organizational commitment) greater than direct influence. As suggestions, Jombang District Health Office and Head of Health Center need to conduct training for facilitator of pregnant women’s class, provide reward/incentive for village midwives, do collaborative, and form a good team.

Key Words : Organizational Climate, Work Satisfaction, Work Involvement,

 Organizational Commitment, Work Performance, Village

 Midwife

Bibliography : 69 (1994-2013)