**Universitas Diponegoro**

**Fakultas Kesehatan Masyarakat**

**Program Magister Ilmu Kesehatan Masyarakat**

**Konsentrasi Kesehatan Ibu dan Anak**

**2014**

**ABSTRAK**

**Nunik Dwijayanti Nugraheni**

**Analisis Pengembangan Karir Fungsional Bidan di RSUD Ajibarang Tahun 2014**

**xvii + 111 halaman + 6 tabel + 6 gambar + 15 lampiran**

 Pengembangan karir fungsional Bidan di RSUD Ajibarang yang mengalami keterlambatan terdapat 10 orang (47,6%) dari total 21 bidan. Fenomena yang ada, AKB sebanyak 22 dari 1.183 BBL tahun 2012 sedangkanMDGS 2015 sebesar 17/1000 kelahiran hidup. AKI Kabupaten Banyumas 2012 sebesar 114/100.000 kelahiran hidup melebihi target. Karir yang baik akan meningkatkan motivasi dan kinerja dalam pelayanan kesehatan, mengurangi angka rujukan, AKI dan AKB. Penelitian ini bertujuan untuk menganalisis aspek kompetensi, disiplin kerja, prestasi kerja, motivasi, dukungan manajemen, pendidikan dan pelatihan, kepemimpinan, umpan balik terhadap pengembangan karir fungsional bidan.

 Penelitian ini adalah kualitatif dengan metode wawancara mendalam, populasi penelitian semua bidan di RSUD Ajibarang berjumlah 21 orang. Sampel 4 informan utama dan 7 informan triangulasi dari pejabat RSUD Ajibarang, DKK Banyumas dan BKD Kabupaten Banyumas.

Hasil penelitian menunjukan kompetensi sudah cukup baik, seluruh bidan sudah mempunyai STR, disiplin kerja cukup baik, prestasi kerja bidan untuk nilai DP3 bidan sudah cukup baik, menjadi pegawai teladan, kepala ruangan. Motivasi bidan masih kurang dalam mengurus angka kredit. Dukungan manajemen, kepemimpinan dan umpan balik pada awal pendirian Rumah Sakit masih kurang serta pengadaan diklat fungsional yang jarang.

Bidan diharapkan lebih proaktif dalam pengajuan jabatan fungsional dan pihak Rumah Sakit meningkatkan sosialisasi tentang kepengurusan jabatan fungsional, sarana prasarana, penghargaan bagi pegawai berprestasi. Bagi DKK dan BKD Banyumas diharapkan meningkatkan sosialisasi mengenai pengembangan karir fungsional dan pelaksaaan diklat fungsional ditingkatkan.

Kata kunci : Kompetensi, Disiplin Kerja, Prestasi kerja, Motivasi, Dukungan

 Manajemen, Pendidikan dan pelatihan, Kepemimpinan,

 Umpan balik, Pengembangan karir Fungsional Bidan

Kepustakaan : 50 (1990 – 2013)

**Diponegoro University**

**Faculty of Public Health**

**Master’s Program in Public Health**

**Majoring in Maternal and Child Health**

**2014**

**ABSTRACT**

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**Analysis of Functional Career Development of Midwife at Ajibarang Public Hospital in 2014**

**xvii + 111 pages + 6 tables + 6 figures + 15 enclosures**

As many as 10 of 21 midwives (47.6%) at Ajibarang Public Hospital were late in developing their functional careers. In 2012, Infant Mortality Rate (IMR) was 22/1,183 live births whereas MDGS in 2015 is 17/1,000 live births. Meanwhile, Maternal Mortality Rate (MMR) in Banyumas District in 2012 was 114/100,000 greater than a target. Good career might improve motivation and work performance in providing health services and reducing referral number, MMR, and IMR. This aim of this study was to analyse aspects of competencies, work discipline, work achievement, motivation, management support, education and training, leadership, and feedback towards functional career development of midwives.

This was qualitative research. Number of subjects were 21 midwives worked at Ajibarang Public Hospital. Number of main informants and informant for triangulation purpose consisted of 4 persons and 7 persons respectively selected from the top management of the hospital, Banyumas District Health Office (DHO), and Local Employment Board (LEB) of Banyumas District.

The results of this study showed that midwives had good competencies, STR, high discipline, and good work achievement based on DP3 assessment. In addition, midwives were being exemplary employees and being heads of rooms. In contrast, midwives had low motivation in upgrading credit score. There was lack of supporting from management, leadership, and feedback during establishing the hospital. Additionally, there was lack of functional training.

Midwives need to be more proactive in applying for functional positions. Hospital management needs to improve socialisation of stewardship of functional positions, means, and reward for exemplary employees. DHO and LEB need to improve socialisation of functional career development and to improve the implementation of functional training and educating.

Key Words : Competency, Work Discipline, Work Achievement, Motivation,

 Management Support, Education and Training, Leadership,

 Feedback, Functional Career Development of Midwives

Bibliography : 50 (1990-2013)