

ABSTRAK

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**Analisis *Job Performance* Petugas Surveilans Kesehatan DBD dalam Upaya Pengendalian DBD di Kota Semarang Tahun 2017
xvii + 105 halaman + 31 tabel + 7 lampiran**

Tenaga Surveilans Kesehatan (Gasurkes) DBD yaitu petugas yang direkrut oleh Dinas Kesehatan Kota Semarang untuk mengendalikan DBD di Kota Semarang sejak tahun 2015. Tujuan dari penelitian ini untuk mengetahui *job performance* petugas surveilans kesehatan (Gasurkes) DBD di Kota Semarang, variabel yang terkait yaitu deskripsi pekerjaan, review kinerja, motivasi, insentif, pengetahuan dan keterampilan.

Jenis penelitian ini menggunakan metode kuantitatif, dengan pendekatan *cross sectional*. Teknik *sampling* menggunakan *total sampling*, sebanyak 172 Gasurkes DBD. Data diperoleh dari pengisian kuesioner oleh Gasurkes DBD sesuai dengan penilaian dirinya. Kuesioner menggunakan skala Guttman dan skala *Likert*.

Hasil dari penelitian ini menunjukkan presentasi variabel dengan kriteria baik yaitu: deskripsi pekerjaan (58,7%), review kinerja (64,5%), motivasi (72,7%), insentif (54,7%), pengetahuan (79,1%), dan keterampilan (70,3%). Tidak ada hubungan antara deskripsi pekerjaan dengan kinerja Gasurkes DBD ($p\text{-value}=0,104$), ada hubungan antara review kinerja dengan kinerja Gasurkes DBD ($p\text{-value}=0,024$), ada hubungan antara motivasi dengan kinerja Gasurkes DBD ($p\text{-value}=0,046$), ada hubungan antara insentif dengan kinerja Gasurkes DBD ($p\text{-value}=0,001$), tidak ada hubungan antara pengetahuan dengan kinerja Gasurkes DBD ($p\text{-value}=0,1000$) dan tidak ada hubungan antara keterampilan dengan kinerja Gasurkes DBD ($p\text{-value}=0,334$) dalam pengendalian DBD di Kota Semarang. motivasi ($p\text{-value}=0,037$ dan nilai $\exp(\beta)=2,192$) dan insentif ($p\text{-value}=0,001$ dan nilai $\exp(\beta)=3,048$) memiliki pengaruh yang signifikan terhadap kinerja Gasurkes DBD dalam pengendalian DBD di Kota Semarang.

Untuk itu diharapkan motivasi dan insentif dapat ditingkatkan dan dijadikan faktor dalam meningkatkan kinerja Gasurkes DBD di Kota Semarang.

Kata kunci : Tenaga Surveilans Kesehatan (Gasurkes), *Job performance*, DBD
Kepustakaan : 53 (2000-2015)

ABSTRACT

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Job Performance Analysis of Health Surveillance Officers of Dengue Haemorrhagic Fever in Controlling Dengue Haemorrhagic Fever in Semarang City in 2017
xvii + 105 pages + 31 tables + 7 appendices

Health Surveillance Officers (HSO) of Dengue Haemorrhagic Fever (DHF) are officers who have been recruited by Semarang City Health Office to control DHF in Semarang City since 2015. This study aimed at analysing HSO' job performance of DHF in Semarang City related to a job description, performance review, motivation, incentive, knowledge, and skills.

This was a quantitative study using a cross-sectional approach. As many as 172 HSO of DHF were selected as a sample using a technique of total sampling. Data were collected using an administered questionnaire filled by HSO of DHF in accordance with their self-assessments. A questionnaire used scales of Guttman and Likert.

The results of this research showed that percentage of variables with good categories were as follows: a job description (58.7%), performance review (64.5%), motivation (72.7%), incentive (54.7%), knowledge (79.1%), and skills (70.3%). Variables of the job description (p-value=0.104), knowledge (p-value=0.1000), and skills (p-value=0.334) did not relate to HSO' performance. In contrast, variables of performance review (p-value=0.024), motivation (p-value=0.046), and incentive (p-value=0.001) significantly related to HSO' performance. Furthermore, variables of motivation (p-value=0.037 and Exp(B)=2.192) and incentive (p-value=0.001 and Exp(B)=3.048) significantly influenced HSO' performance in controlling DHF in Semarang City.

Therefore, motivation and incentive need to be improved and selected as the specific factors for improving HSO' performance in Semarang City.

Keywords : Health Surveillance Officers, Job Performance, DHF

Bibliography: 53 (2000-2015)