

BEBERAPA FAKTOR KARAKTERISTIK PETUGAS DAN ORGANISASI
PUSKESMAS YANG BERHUBUNGAN DENGAN PRODUKTIVITAS TENAGA GIZI
PUSKESMAS DI KABUPATEN BANTUL

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Pelaksanaan program gizi di Kabupaten Bantul masih dibawah target yang telah ditetapkan. Masih rendahnya angka cakupan kegiatan program gizi di Kabupaten Bantul menandakan adanya masalah pada produktivitas pengelolaan program gizi. Kinerja tenaga kesehatan merupakan masalah yang sangat penting untuk di kaji dalam rangka mempertahankan dan meningkatkan pembvangunan kesehatan. Penelitian ini bertujuan untuk mengetahui hubungan beberapa faktor karakteristik petugas dan organisasi Puskesmas dengan produktivitas tenaga gizi Puskesmas di Kabupaten Bantul. Faktor tersebut adalah masa kerja, pendidikan, disiplin, lingkungan kerja dan peralatan, evaluasi, supervisi dan insentif.

Jenis pebnelitian yang digunakan adalah explanatorry survey dengan pendekatan cross sectional. Lokasi penelitian ini adalah seluruh Puskesmas di Kabupaten Bantul dengan jumlah responden 26 tenaga gizidiwilayah kerja Puskesmas. Sumber data diperoleh dengan kuesioner dan data sekunder diperoleh dari instansi. Analisa data dilakukan dengan cara diskriptif dan analitik dengan menggunakan uji Rank Spearmen (alfa : 5%) signifikansi ditentukan apabila p value < 0,005.

Hasil penelitian menunjukan dari 26 responden sebanyak 53,85% bekerja >10th, pendidikan 50% AKZI,berdisiplin 61,54% cukup baik, lingkungan kerja dan peralatan 57,65% cukup baik, evaluasi 61,54%cukup baik, supervisi 46,15% cukup baik, insentif 61,54% cukup baik.

Dari uji korelasi Rank Spearmen menunjukan variabel masa kerja (p value = 0,359), pendidikan (p value = 0,588), insentif (p value= 0,288) tidak memiliki hubungan dengan produktivitas tenaga gizi. Sementara untuk variabel disiplin (p value = 0,004), lingkungan kerja dan peralatan (p value = 0,000), evaluasi (p value = 0,007),supervisi (p value = 0,007)terbukti secara statistik memiliki hubungan yang signifikan dengan produktivitas tenaga gizi.

Untuk meningkatkan produktivitas tenaga gizi Puskesmas agar lebih menintiberatkan pada variabel peningkatan disiplin tenaga gizi, perbaikan kondisi lingkungan kerja dan peralatan, pengevaluasian kerja, pelaksanaan supervisi yang rutin sesuai dengan pedoman dan dan petunjuk yang ada.

Kata Kunci: Karakteristik, Organisasi, Produktivitas, Tenaga Gizi

*CHARACTERISTICAL FAKTOR OF THE EMPLOYEE AND PUBLICH HEALTH
CENTER ORGANIZATION RELATED WITH NUTRIENT POWER PRODUKTIVITY
OF PUBLICHHEALTH CENTER AT DISTRIC OF BANTUL*

The implementation of nutrient program at Bantul regency is still under the determined target. The low in scope number of nutrient program activity at Bantul regency indicates that there is problem in the productivity of nutrient program organizer. The work system of health employee is a significant problem to be looked into for maintaining and increasing the health development. This research has to know the correlation between characteristic factors of the employee and public health center organization and nutrient power productivity of public health center at district of Bantul. Those factors are length period of work, education, discipline work environment and the equipment, evaluation, supervision and incentive.

Kind of research used was explanatory survey with the cross sectional approach. The research's location was all of public health center at Bantul district with the amount of respondent is a 26 nutrient employees in the work area of public health center. The data source was obtained from questioner and the secondary data was obtained from the institution. Data analysis was conducted descriptive and analytically by using the test of correlation Rank Spearman ($\alpha = 5\%$), meanwhile the significance was determined if p value $< 0,05$.

The result of research indicates that from 26 respondents, there are 53,85% working > 10 years, the education 50% AKZI, the discipline of the 61,54% is good enough, work environment and the equipment of the 57,65% is good enough, the evaluation of 61,54% is good enough, supervision of 46,15% is good enough and the incentive of 61,54% is good enough.

From the test Rank Spearman correlation indicates that the variables of work period (p value = 0,359), the education (p value = 0,588), the incentive (p value = 0,288) have no correlation with the productivity of nutrient employee. Meanwhile for the variables of discipline (p value = 0,004), work environment condition and the equipment (p value = 0,000), evaluation (p value = 0,007), and the supervision (p value = 0,007) have proven statistically that they have a significant correlation with productivity of nutrient employee.

The increase the productivity of nutrient employee, the public health center should more emphasize of the variable of increasing the work discipline of nutrient employee, the improvement of work environment condition and the equipment, work evaluating, the implementation of routine supervision appropriate with the existing guidelines and direction.

Keyword : Characteristic, Organization, Productivity, Nutrient Employee