

## Faktor-faktor yang melatarbelakangi kinerja petugas pengelola obat puskesmas di Kabupaten Aceh Singkil tahun 2008

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### Abstrak

Pengelolaan obat di puskesmas akan berjalan baik jika petugas pengelola obat dapat melaksanakan tugasnya sesuai dengan ketentuan atau pedoman pengelolaan obat publik dan perbekalan kesehatan. Petugas pengelola obat harus mempunyai kemampuan dalam perencanaan, permintaan, penerimaan, penyimpanan, pendistribusian, pengendalian penggunaan, pelayanan serta pencatatan dan pelaporan.

Berdasarkan studi pendahuluan diketahui masih kurangnya tenaga kefarmasian yang bekerja sebagai pengelola obat puskesmas di Kabupaten Aceh Singkil. Disamping belum optimalnya kinerja petugas pengelola obat puskesmas.

Penelitian ini dilakukan untuk memperoleh informasi bagaimana gambaran kinerja petugas pengelola obat puskesmas di Kabupaten Aceh Singkil. Disamping itu dilihat faktor-faktor yang melatarbelakangi kinerja petugas berdasarkan variabel masa kerja, pendidikan, pengetahuan, motivasi, sarana, beban kerja, pelatihan, supervisi, dan imbalan di Kabupaten Aceh Singkil.

Penelitian ini menggunakan pendekatan kualitatif yang dilakukan dengan wawancara mendalam, observasi dan telaah dokumen yang mengacu pada Daftar Tilik Jaminan Mutu Pelayanan Kefarmasian terhadap petugas pengelola obat puskesmas di Kabupaten Aceh Singkil. Pengolahan data dibuat dalam bentuk matriks yang diperoleh dari transkrip wawancara mendalam, sedangkan analisis data dilakukan terhadap isi dengan melakukan eksplorasi sesuai dengan teori.

Hasil penelitian menunjukkan bahwa gambaran kinerja petugas pengelola obat puskesmas di kabupaten Aceh Singkil masih rendah. Secara umum petugas pengelola obat puskesmas kurang memahami tentang kegiatan pengelolaan obat di puskesmas yang terdiri dari permintaan, penerimaan, penyimpanan, pendistribusian, pencatatan dan pelaporan obat. Petugas bekerja belum didasarkan kepada standar pengelolaan obat.

Saran yang diajukan adalah agar Dinas Kesehatan Kabupaten Aceh Singkil membuat Standard Operation Procedure (SOP) tentang pengelolaan obat di puskesmas dan mensosialisasikannya kepada petugas pengelola obat di puskesmas. Melaksanakan pelatihan tentang pengelolaan obat dan pelatihan tentang obat lainnya. Pelatihan yang dilaksanakan harus dirancang dengan baik sehingga dapat memberikan manfaat bagi petugas. Selain itu melakukan supervisi secara terencana dengan menggunakan panduan pedoman supervisi pengelolaan obat, minimal tiap bulan sekali untuk memantau kinerja petugas pengelola obat di puskesmas.

.....Medicine management at Community Health Center will be running good if medicine management officer can implement their duties based on provision or management guidance of public medicine and health support. Medicine management officer must have an ability on planning, request, acceptance, depository, distribution, usage operation, service and also recording and reporting.

From the first study was known that there was still lack of pharmacy officer which worked on medicine management at Community Health Center in Aceh Singkil district. Besides, officer performance did not

optimal yet.

This study has been done to get information how describe of officer performance of medicine management at Community Health Center in Aceh district. Besides, knowing factors related to officer performance based on work period, education, knowledge, motivation, facilities, work load, training, supervision, and reward in Aceh Singkil district.

This study used a qualitative method which has been done with in-depth interview, observation and document study which referred to a guarantee point list of pharmacy service quality to officer performance of medicine management at Community Health Center in Aceh Singkil district. Data were processed by using in the form of matrix which was obtained from in-depth interview transcript, while data analysis was done to content by doing exploration based on theory.

Study result indicate describing officer performance of medicine management at Community Health Center Community Health Center in Aceh Singkil district was still low. In general, officer of medicine management at Community Health Center is less comprehend about medicine management activity at Community Health Center including of request, acceptance, depository, distribution, reporting and recording of medicine.

Officer works has not been based medicine management standard yet.

Health District Office in Aceh Singkil district should make a Standard Operating Procedure (SOP) concerning medicine management at Community Health Center and socializing it to medicine management officer at Community Health Center. Training of medicine management and training of other medicine.

Training which is done must be planned well so it can give benefit for officer. Besides doing supervision by planning using a supervision guidance on medicine management, minimally once of three months for looking officer performance of medicine management at Community Health Center.