

# Faktor-faktor yang mempengaruhi kinerja penyuluh keluarga berencana dan petugas lapangan keluarga berencana (PKB/PLKB) pasca alih kelola menjadi PNS BKKBN di Kabupaten Bogor tahun 2020 = Factors affecting of family planning counselors and family planning field officers (FPC/FPFO) performance after being national population and family planning board employees at Bogor in 2020.

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## Abstrak

Latar Belakang: Program KKBPK BKKBN mengalami penurunan pencapaian target kinerja pasca desentralisasi tahun 2004 yang mana PKB/PLKB saat itu sebagai ujung tombak program di lini lapangan juga termasuk SDM yang diserahkan ke Pemerintah Daerah sebagai pengelola dan pendayaguna khususnya di OPD KB namun dengan adanya UUD No. 23 Tahun 2014 maka PKB/PLKB kemudian dialihkelolakan kembali ke BKKBN dengan pendayagunaannya tetap pada OPD KB di daerah dengan harapan agar dapat menyukseskan kembali Program KKBPK.

Tujuan: Mengetahui faktor-faktor yang mempengaruhi kinerja PKB/PLKB pasca alih kelola menjadi PNS BKKBN tahun 2020 di DP3AP2KB Kab. Bogor berdasarkan MBCfPE.

Metode: Penelitian ini merupakan penelitian kuantitatif korelasi dengan disain cross sectional yang dilakukan di Dinas P3AP2KB Kab. Bogor tahun 2020 pada bulan Mei – Juli 2020. Populasi penelitian ini yaitu PKB/PLKB di Kab. Bogor dengan jumlah sampel 74 orang, diambil dengan metode cluster sampling yang memenuhi kriteria inklusi dan eksklusi. Instrumen penelitian ini yaitu kuesioner dalam bentuk google form sebanyak 81 pertanyaan kemudian dianalisis menggunakan statistic software dengan uji chi-square dan regresi logistik ganda. Hasil analisis kemudian ditampilkan dalam bentuk angka dan diinterpretasikan dalam bentuk kalimat.

Hasil: 1) PKB/PLKB pasca alih kelola menjadi ASN BKKBN di Dinas P3AP2KB Kab. Bogor tahun 2020 memiliki persepsi yang tinggi terhadap kepemimpinan (58,1%), perencanaan strategis (52,7%), fokus pelanggan sebesar (54,1%), pengukuran, analisa dan manajemen pengetahuan sebesar (60,8%), fokus staf (55,4%), manajemen proses (51,4%) dan kinerja (66,2%). 2) Ada hubungan antara perencanaan strategis dengan kinerja ( $p = 0,021$ ), fokus pelanggan dengan kinerja ( $p = 0,048$ ), pengukuran, analisa dan manajemen pengetahuan dengan kinerja ( $p = 0,018$ ), fokus staf dengan kinerja ( $p = 0,000$ ) dan manajemen proses dengan kinerja ( $p = 0,009$ ) namun tidak ada hubungan antara kepemimpinan dengan kinerja ( $p = 0,132$ ) dan 3) Ada pengaruh fokus staf terhadap kinerja ( $p = 0,001$ ) dan manajemen proses terhadap kinerja ( $p = 0,038$ ), sebaliknya tidak ada pengaruh kepemimpinan terhadap kinerja ( $p \text{ value} = 0,871$ ) perencanaan strategis terhadap kinerja ( $p = 0,093$ ), fokus pelanggan terhadap kinerja ( $p = 0,679$ ) dan pengukuran, analisa dan manajemen pengetahuan terhadap kinerja ( $p = 0,442$ ) dan 4) Fokus staf sebagai faktor dominan mempengaruhi kinerja PKB/PLKB.

Kesimpulan: Faktor yang mempengaruhi kinerja PKB/PLKB adalah fokus staf dan manajemen proses dan yang paling dominan berpengaruh adalah fokus staf. Saran: Memaksimalkan upaya perbaikan dan peningkatan kinerja PKB/PLKB melalui pemenuhan dan pemerataan SDM, pendidikan dan pelatihan, penambahan dana dan kelengkapan fasilitas, keterlibatan dan keharmonisan hubungan staf serta sasaran

kerja juga monitoring dan evaluasi rutin.

.....Background: Population, Family Planning and Family Development Program of National Family Planning Coordination Board showed decrease performance since decentralization in 2004 which family planning counselor/family planning filed officer at that time as the frontline of program also included that over to The Regional Government for Regional Device Organizations as organizer and user. Then, with UU number 23 Year 2014, family planning counselor/family planning filed officer reorganized by National Family Planning Coordination Board and the Regional Organizations of Family Planning as user hopefully the family family program will success as before.

Objective: Knowing the factors are affect to the performance of the utilization of family planning counselor/family planning filed officer since reorganize become of National Family Planning Coordination Board employees in 2020 at DP3AP2KB Bogor with MBCfPE.

Method: This research was a quantitative correlation study with cross sectional design conducted at DP3AP2KB Bogor in 2020, May - July 2020. The population was family planning counselor/family planning filed officer at Bogor with 74 respondents that taken by cluster sampling method with inclusion and exclusion criteria. Instrument of this study was a questionnaire with google form for 81 questions then analyzed using statistical software with chi-square test and multiple logistic regression. Results of the analysis displayed in numerics and interpreted in sentences.

Results: Family planning counselors at Bogor in 2020 has a high perception of leadership (58.1%), strategic planning (52.7%), customer focus (54.1%), measurement, analysis and knowledge management (60.8%), staff focus (55.4%), management process (51.4%) and performance (66.2%), 2) There were a correlation between strategic planning and performance ( $p = 0.021$ ), customer focus with performance ( $p = 0.048$ ), measurement, analysis and knowledge management with performance ( $p = 0.018$ ), staff focus with performance ( $p = 0.000$ ) and management process with performance ( $p = 0.009$ ) but no relationship between leadership and performance ( $p = 0.132$ ) and 3) There were an effect of staff focus on performance ( $p = 0.001$ ) and process management on performance ( $p = 0.038$ ), while there were not effect leadership on performance ( $p$  value = 0.871) strategic planning on performance ( $p = 0.093$ ), customer focus on performance ( $p = 0.679$ ) and measurement, analysis and knowledge management on performance ( $p = 0.442$ ) and 4) Staff focus as the dominant factor influencing family planing counselors performance.

Conclusions: Factors affecting of performance of family planning counselors are staff focus and process management and the most dominant is staff focus.

Recommendation: Maximize efforts to improve the performance of family planning counselors through recruitment and distribution of human resources, education and training, additional funds and facilities, involvement and harmony of staff and targets relations also regular monitoring and evaluation.