

Analisa kinerja staf Dinas Kesehatan Kabupaten Bengkayang tahun 2000

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Abstrak

Dinas Kesehatan Kabupaten Bengkayang berdiri kurang lebih satu tahun terhitung sejak April 2000, sampai saat sekarang belum memperlihatkan kinerja yang optimal. Selama April-Juli 2000 permasalahan yang dihadapi adalah keterlambatan dalam hal pengolahan laporan dari puskesmas dan pengiriman ke propinsi. Untuk mengetahui gambaran kinerja perlu dilakukan suatu analisa pada sumber daya manusia dalam rangka pengembangan produktifitas kerja menuju era desentralisasi pada tahun 2001. Analisa ini dilakukan melalui penelitian kualitatif terbadap 19 orang pejabat struktural. Kinerja lima orang kepala seksi ditelaah melalui wawancara mendalam. Kepada 14 orang kepala sub seksi dilakukan fokus grup diskusi. Self assesment tentang penilaian prestasi kerja dan penilaian kehadiran dilakukan terhadap 19 orang pejabat struktural. Secara faktual kepemimpinan kepala seksi sudah cukup baik, tapi belum diikuti dengan ketegasan khususnya kedisiplinan. Kemampuan dan keterampilan kepala seksi dan kepala sub seksi masih kurang. Seluruh kepala seksi dan kepala sub seksi baru satu tahun bekerja di jabatan yang diembannya sekarang. Sarana dan prasarana yang sangat diperlukan untuk mendukung kelancaran tugas masih sangat kurang. Sedangkan motivasi kerja baik kepala seksi maupun kepala sub seksi masih cukup tinggi. Selanjutnya pengawasan dalam bentuk absensi kehadiran masih sangat lemah. Kesimpulan dari penelitian ini memberikan gambaran rendahnya kinerja karena kurangnya kemampuan dan pengalaman kerja kepala seksi dan kepala sub seksi, serta kurangnya fasilitas sarana prasarana ditambah lagi lemahnya pengawasan pengendalian pimpinan. Keadaan ini sangat berpengaruh terhadap kesiapan Dinas Kesehatan Kabupaten Bengkayang dalam menyongsong otonomi daerah pada tahun 2001. Karena itu disarankan untuk meningkatkan kemampuan dan keterampilan baik melalui on the job training, pelatihan, kursus dan tugas belajar. Jabatan rangkap sebaiknya dihilangkan dengan mengisi formasi struktural yang kosong. Pengadaan sarana seperti komputer, mesin ketik, kendaraan roda dua, ruangan yang cukup baik dan representatif untuk jangka panjang penyediaan perumahan untuk pegawai.

.....Staffs Performance Analysis of Bengkayang Health District Office in the Year 2000 Bengkayang Health District office was founded in April 2000, and has not carried out its optimal performance. As a new founded health service, during April - July 2000, Bengkayang Health District Office faced unpunctuality in the report processing from the Community Health Center and the delivery of the report to provincial level. Identification of the performance portrayal required the analysis of human resources in relation with the work productivity development towards the decentralization period in 2001. The analysis was conducted by qualitative research to 19 structural officials; where five section heads were analyzed by in-depth interview, and 14 sub-section heads were analyzed by focused urn up discussion. Self-assessment was also performed to the 19 structural officials. The leadership of the section heads was good enough, but it hadn't accompanied by showing their determination and discipline. The ability and skill of the section heads and sub section heads were still not favorable. They had held their duties for only a year. Although all the officials were high motivated enough, the facilities were still inadequate to support their tasks. In other side,

the absence was also not controlled well enough, The result of this research illustrated low performances, which had been produced by the lack of ability and work experiences of the section heads and sub section heads, inadequate facilities, and inadequate control of the principal. This condition would have great impact to the readiness of Bengkayang Health District Office to encounter the district autonomy in the year 2001. I would like to suggest the 13engkayang Health District Office to enhance the ability and skill of its staffs by providing job training, courses, and study opportunity. Double job responsibility should be eliminated by fulfilling the other vacant position in the organization structure. There are also requirements to provide facilities such as computers, typewriters, motorcycles, representative and comfortable rooms, and for long term, to provide housing facilities for the staffs.