

Faktor-faktor yang berhubungan dengan kinerja tenaga pelaksana UKGS Puskesmas di Kabupaten Muara Enim tahun 2001

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Abstrak

Salah satu program puskesmas yaitu Pelayanan Kesehatan Gigi dan Mulut, dimana program ini ditujukan kepada keluarga dan masyarakat di wilayah kerja puskesmas, oleh karena itu pelayanan kesehatan gigi dan mulut dapat dilaksanakan di gedung puskesmas maupun diluar gedung puskesmas seperti di Sekolah Dasar (SD), kegiatan pelayanan kesehatan gigi dan mulut di SD disebut Usaha Kesehatan Gigi dan Mulut Sekolah (UKGS).

UKGS adalah upaya kesehatan gigi dan mulut pada anak SD dititikberatkan pada upaya penyuluhan dan pencegahan berupa penyuluhan dan gerakan sikat gigi masal serta dilakukan pemeriksaan kesehatan gigi dan mulut pada setiap murid. Kabupaten Muara Enim merupakan salah satu Kabupaten di Propinsi Sumatera Selatan dengan jumlah SD sebanyak 598 buah yang terletak di 18 Kecamatan, jumlah puskesmas sebanyak 25 buah puskesmas. Semua puskesmas telah memiliki perawat gigi sebagai tenaga pelaksana UKGS, namun demikian bila dilihat dari hasil cakupan kegiatan UKGS masih rendah bila dibandingkan dengan beberapa Kabupaten yang ada di Propinsi Sumatera Selatan. Cakupan jumlah SD UKGS merupakan pengukuran untuk penilaian kinerja bagi tenaga pelaksana UKGS puskesmas.

Penelitian ini dilakukan dari bulan April sampai dengan bulan Juni tahun 2001 di 25 puskesmas dimana tenaga pelaksana UKGS bertugas. Sampling dalam penelitian ini tidak dilakukan karena seluruh populasi dimanfaatkan untuk dianalisa (total populasi). Tujuan dari penelitian ini adalah diperolehnya informasi tentang faktor-faktor yang berhubungan dengan kinerja tenaga pelaksana UKGS puskesmas. Penelitian ini dilaksanakan dengan menggunakan rancangan studi "cross sectional". Untuk menunjang data kuantitatifkemudian dilakukan pendekatan secara kualitatif.

Hasil penelitian ini menunjukkan bahwa kinerja tenaga pelaksana UKGS puskesmas di Kabupaten Muara Enim sebesar 55,5%. Dan analisis bivariat diperoleh adanya hubungan yang bermakna antara umur, pelatihan, lama kerja, persepsi peran, motivasi dan kepemimpinan dengan kinerja tenaga pelaksana UKGS puskesmas. Dari hasil penelitian kualitatif melalui wawancara mendalam ternyata kurang termotivasinya tenaga pelaksana UKGS selama ini disebabkan karena kurangnya perhatian dan bimbingan dari pimpinan puskesmas maupun dari Dinas Kesehatan Kabupaten serta adanya persepsi dari tenaga pelaksana UKGS bahwa program UKGS bukan merupakan program prioritas di puskesmas yang semua ini menimbulkan dampak berkurangnya motivasi tenaga pelaksana UKGS terhadap cakupan UKGS di puskesmas yang berakibat rendahnya kinerja tenaga pelaksana UKGS puskesmas.

Saran yang dapat diberikan dari hasil penelitian ini adalah agar Dinas Kesehatan Kabupaten Muara Enim menyelenggarakan pelatihan UKGS bagi seluruh tenaga pelaksana UKGS puskesmas, bagi Kepala Puskesmas diharapkan lebih memotivasi tenaga pelaksana UKGS dengan Cara memberi perhatian dan bimbingan kepada petugas, karena untuk pencapaian kinerja yang baik perlu didukung suatu motivasi kerja dari tenaga pelaksana UKGS.

.....Factors Related to Performance of UKGS Personnel of Community Health Center in Regency of Muara

Enim, 2001 One of the Community Health's Program is Dental and Mouth Health Service, in which is intended for the family and the community in the working area of the Community Health Center, therefore the dental and mouth health service can be implemented in the community health center or outside of the building such as in the Elementary School, the dental and mouth health service activities in the elementary school is called School Dental and Mouth Health Efforts (UKGS).

The UKGS is an effort of dental and mouth health service for elementary school children which is focused on guidance and prevention and mass teeth brushing movement and dental health check-up for each of the student. Muara Enim Regency is one of regencies within the Province of South Sumatra with 598 elementary schools which are located in 18 Sub-District, and 25 units of community health centers. All community health centers have owned its dental nurses as UKGS personnel, however, its activities are still low (in terms of the coverage) compared to several other existing regencies. The coverage here means the number of elementary school covered by UKGS program which is the way to measure the work performance of all UKGS personnel of the community health centers.

This research had been done from April to June 2001 in 25 community health centers in which the UKGS personnel work. A total sample of the 25 community health centers had been selected. The purpose of this research is to obtain information regarding factors related to work performance of the UKGS personnel of the community health centers. This research is done by using cross-sectional study. In order to support the quantitative data, qualitative approach is then used.

The result of this research indicates that the work performance of UKGS personnel of the community health centers in Regency of Muara Enim is 55,5%. From bivariate analysis obtained, there is significant relationship between age, training, tenure, role perception, motivation and leadership with the performance of the UKGS personnel of the community health centers. From the result of this research, through in-depth interview, it turns out that the lack of motivation of the UKGS personnel for the time being is due to the lack of concern and training from the Head of the community health centers and from the Regency Health Office. It is also comes from the perception of the UKGS personnels themselves that the UKGS program is not a top priority program in the community health center. All of these together could cause the decreasing motivation of the UKGS personnel towards the UKGS coverage in the community health center and in return could give the low of the work performance of UKGS personnel in the community health centers.

The suggestion that be presented from this research is it is better for the Health Office of Muara Enim Regency to conduct UKGS training for all UKGS personnel of the community health centers. The Head of the community health centers is expected to give more motivation to the UKGS personnel by giving concern and guidance to the personnel, because in order to achieve good performance, a full support of working motivation from UKGS personnel is needed.