

## Analisis Implementasi Kebijakan Bantuan Biaya Dokter Spesialis atau Dokter Gigi Spesialis = Analysis of Policy Implementation Assistance for Specialist or Specialist Dentists Education Fees

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### Abstrak

Rasio kebutuhan dokter di Indonesia masih dibawah standar WHO. Sesuai dengan amanat Undang-undang, Kementerian Kesehatan berkomitmen memenuhi kebutuhan dokter spesialis di seluruh wilayah Indonesia melalui Kebijakan bantuan biaya Pendidikan dokter spesialis atau dokter gigi spesialis. Penelitian ini bertujuan menganalisis implementasi kebijakan yang sudah dilaksanakan yaitu kebijakan bantuan biaya Pendidikan dokter spesialis-dokter gigi spesialis. Penelitian ini merupakan penelitian kualitatif dengan desain penelitian Rapid Assesment Procedure. Penelitian ini menggabungkan model implementasi kebijakan Edward III dan Van Meter Van Horn dengan menggunakan 6 variabel yaitu ukuran dan tujuan kebijakan, komunikasi, sumber daya, disposisi, karakteristik organisasi pelaksana, serta lingkungan politik, sosial dan ekonomi. Pengambilan data dilakukan melalui wawancara mendalam, telaah dokumen dan observasi. Informan Penelitian terdiri dari ketua dan anggota tim kerja penyelenggaraan beasiswa PPDS-PPDGS, Pengelola IT Dinas Kesehatan provinsi Riau, Nusa Tenggara Timur, Maluku dan Sulawesi Selatan. Penelitian dilakukan mulai bulan Mei-Juni 2023. Hasil Penelitian menunjukkan bahwa implementasi kebijakan sudah berjalan dengan baik namun masih ada beberapa hal yang masih perlu diperbaiki. Pada variabel ukuran dan tujuan Kebijakan bantuan biaya PDS-DGS telah jelas dan dapat diukur dan tertuang kedalam indikator kinerja kegiatan Direktorat Penyediaan Tenaga Kesehatan yang terdapat dalam Rencana Strategis Kementerian Kesehatan. Komunikasi kebijakan antar organisasi berjalan baik antara Direktorat penyediaan Tenaga Kesehatan, Dinas Kesehatan Provinsi dan stakeholder lainnya melalui sosialisasi dan koordinasi secara rutin. Sumber daya dalam implementasi kebijakan bantuan biaya PDS-DGS baik sumber daya manusia, anggaran, dan kewenangan telah dioptimalkan dengan baik oleh Direktorat Penyediaan Tenaga Kesehatan, namun untuk sumber daya fasilitas yaitu sistem informasi masih diperlukan pengembangan agar dapat digunakan secara optimal. Karakteristik organisasi pelaksana didukung dengan ketersediaan SOP penyelenggaraan kebijakan yang sudah lengkap dan pembagian wewenang antar organisasi yang sudah jelas. Pada variabel disposisi, komitmen pimpinan dan tim kerja dalam implementasi kebijakan bantuan biaya PDS-DGS dengan melaksanakan tugas sesuai peran dan tanggung jawab masing-masing. Variabel lingkungan ekonomi, sosial dan politik menunjukkan besarnya dukungan stakeholder terkait dalam implementasi kebijakan bantuan biaya PDS-DGS.

.....The ratio of the need for doctors in Indonesia is still below the WHO standard. In accordance with the mandate of the law, the Ministry of Health is committed to meeting the needs of specialist doctors in all regions of Indonesia through a policy of assistance with the cost of education for specialist doctors or specialist dentists. This study aims to analyze the implementation of policies that have been implemented, namely the policy of educational assistance for specialist doctors-dental specialists. This research is a qualitative research by using a Rapid Assessment Procedure research design. This study combines the policy implementation model of Edward III and Van Meter Van Horn by using 6 variables, namely policy size and objectives, communication, resources, dispositions, characteristics of implementing organizations, as well as

the political, social and economic environment. Data collection was carried out through in-depth interviews, document review and observation. The research informants consisted of the heads and members of the PPDS-PPDGS working team members, IT managers at the Riau, East Nusa Tenggara, Maluku and South Sulawesi Provinces Health Offices. The research was conducted from May-June 2023. The research results show that the policy implementation has been going well, but there are still a number of things that still need to be improved. The size and objective variables of the PDS-DGS cost assistance policy are clear and can be measured and are contained in the performance indicators for the Directorate of Health Workforce Provision activities contained in the Strategic Plan of the Ministry of Health. Inter-organizational policy communication runs well between the Directorate for the provision of health workers, the Provincial Health Office and other stakeholders through regular outreach and coordination. The resources in implementing the PDS-DGS financial assistance policy, both human resources, budget, and authority, have been well optimized by the Directorate for Provision of Health Personnel, but for facility resources, namely the information system, development is still needed so that it can be used optimally. The characteristics of implementing organizations are supported by the availability of complete policy implementation SOPs and a clear division of authority between organizations. In the disposition variable, the commitment of the leadership and the work team in implementing the PDS-DGS financial assistance policy by carrying out tasks according to their respective roles and responsibilities. The economic, social and political environment variables show the amount of support from relevant stakeholders in the implementation of the PDS-DGS financial assistance policy.