

Pengaruh lingkungan kerja, kinerja, pengajaran dan kepuasan terhadap efektifitas dosen di Politeknik Kesehatan Jakarta II Depkes tahun 2007
=The influence of working environment, teaching performance and satisfaction on the effectiveness of lecture work in Jakarta Health Polytechnic II Ministry of Health in year 2007

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Abstrak

Penyediaan tenaga kesehatan yang berorientasi pada kebutuhan masyarakat dan perkembangan ilmu pengetahuan dan teknologi merupakan salah satu aspek yang berperan dalam peningkatan sistem kesehatan dan pelayanan kesehatan yang diberikan kepada masyarakat salah satunya dilakukan melalui pengembangan pendidikan. Upaya yang dilakukan antara lain melalui proses perbaikan yang dilakukan secara terus menerus antara lain melalui sistem perkuliahan, peningkatan kualitas dosen dan perbaikan struktur organisasi.

Salah satu tugas Badan Pemberdayaan dan Pengembangan Sumber Daya Manusia Kesehatan (BPPSDMK) melakukan pembinaan Politeknik Kesehatan Depkes dari segi teknis dan administrasi yang menjadi Unit Pelaksana Teknis (UPT). Pelaksanaan pembinaan tersebut memerlukan adanya pendekatan ilmiah yang dapat digunakan dalam penetapan tolok ukur dan akhirnya dapat mendukung dalam pengambilan keputusan dan kebijaksanaan terutama dalam hal kualitas di Poltekkes.

Total Quality Management (TQM) merupakan suatu pendekatan yang mengangkat kualitas sebagai strategi usaha yang tidak hanya menekankan pada kualitas produk akhir, tetapi juga mengutamakan pada kualitas proses, lingkungan kerja dan sumber daya manusianya dan melibatkan pueuk pimpinan dalam penetapan tolok ukur suatu kualitas produk atau jasa.

Adanya permasalahan yang mempengaruhi kepuasan dan kinerja para dosen akan berdampak ke efektifitas kerja, sehingga memerlukan adanya pengukuran pengaruh lingkungan kerja, kinerja dan kepuasan terhadap efektifitas kerja dosen.

Berdasarkan hal tersebut maka diperlukan gambaran faktor-faktor apa saja yang berpengaruh terhadap efektifitas kerja, sehingga diharapkan pelaksanaan pembinaan dapat difokuskan pada faktor yang mempunyai kontribusi besar terhadap efektifitas kerja. Tujuan Penelitian adalah untuk mengetahui pengaruh lingkungan kerja, kinerja dan kepuasan terhadap efektifitas kerja dosen yang bekerja di Politeknik Kesehatan Jakarta II Depkes Tahun 2007. Hipotesis dalam penelitian ini adalah adanya pengaruh antara lingkungan kerja, kinerja dan kepuasan terhadap efektifitas kerja dosen yang bekerja di Politeknik Kesehatan Jakarta II Depkes Tahun 2007.

Bekerja baik dosen tetap maupun tidak tetap di Poltekkes Jakarta II. Sampel yang diambil adalah seluruh pegawai tetap di 7 (tujuh) jurusan di Poltekkes Jakarta II. Teknik pengambilan sampel dilakukan dengan cara Proportionate Stratified Random Sampling. Pada penelitian ditetapkan jumlah seluruh sampel adalah sebanyak 60 dosen.

Hasil analisa dan uji hipotesis menggunakan program LISREL dan didapat variabel lingkungan kerja berpengaruh terhadap kinerja dengan koefisien pengaruh sebesar 0.39% atau 39%. Kinerja mempengaruhi efektifitas kerja dengan koefisien pengaruh sebesar 0.50 atau 50%. Variabel lingkungan kerja berpengaruh

secara tidak langsung melalui kinerja dengan koefisien pengaruh sebesar 0.19 atau 19% dan sisanya 0.41 atau 41% dipengaruhi oleh faktor-faktor lain yang berada di luar model.

Kesimpulan : pengaruh langsung yang signifikan terdapat pada variabel lingkungan kerja terhadap kinerja, pengaruh langsung antara kinerja dan efektifitas kerja. Hasil analisis keseluruhan didapat model akhir yang menggambarkan hubungan antara lingkungan kerja, kinerja dan efektifitas, dimana lingkungan kerja mempengaruhi efektifitas kerja secara tidak langsung melalui kinerja sebesar 0.19 atau 19%.

Saran : Bagi pihak Poltekkes Jakarta II sebaiknya dilakukan penelitian lebih lanjut tentang efektifitas kerja yang melibatkan indikator yang lebih beragam dan melibatkan mahasiswa sebagai penilai. Bagi Badan PPSDM Kesehatan perlu adanya penetapan kebijakan yang mendukung perbaikan dan peningkatan mutu di Poltekkes.

.....Providence of health professionals, which is oriented to the public's needs and to the development of sciences and technology, is one of the many aspects that plays the role in enhancing the health system and health services which are provided for the public; one among which is done through developing education. The effort is done such as through a process of improvement which is performed continuously among others through lectures' system, enhancing the lecturers' quality and improving the structure of organization. One of the duties of Human Health Resources Empowerment and Development Board (BPPSDMK) is constructing technically and administratively the Health Polytechnics of the Ministry of Health which become the Technical Implementation Unit (UPT).

The constructing implementation requires a scientific approach which can be used in setting the standards and finally can support in making decisions and policies especially in the matter of quality of the Health Polytechnics.

Total Quality Management (TQM) is an approach which raises quality as an effort strategy that not only emphasizes on the quality of the end products but also prioritizes the quality of process, working environment and human resources as well as the involvement of the top leaders in setting the standards for the quality of products or services.

The existence of problems which influences satisfaction and performance of lecturers will have an impact on effectiveness of work such that it requires the measurement of how much influence do working environment, performance and satisfaction have on effectiveness of lecturers work.

Based on all of those, it is thus required to have profiles on any factor that has influence over effectiveness of work so that the training implementation can hopefully be focussed on to factors which have great influence on effectiveness of work.

The research objective is to determine the influence that working environment, teaching performance and satisfaction have over the effectiveness of lecturers' work among lecturers who work in Jakarta Health Polytechnic II Ministry of Health in the year 2007. The study hypothesis is that there exist an influence among working environment, teaching performance and satisfaction on the effectiveness of lecturers' work among lecturers who work in Jakarta Health Polytechnic II Ministry of Health in the year 2007.

The study population is all working lecturers, full-time as well as part-time lectures, in Jakarta Health Polytechnic II. Selected samples are all full-time staff from 7 (seven) different majors in Jakarta Health Polytechnic II. Sample selection technique is done using Proportionate Stratified Random Sampling. In this study the total number of samples have been set to be as many as 60 lecturers.

Results of analysis and hypothetical testing using LISREL program find that working environment variable has influence over performance with a coefficient of 0.39 or 39%. Performance influences the effectiveness

of work with a coefficient of 0.50 or 50%. Working environment has indirect influence through performance with a coefficient of 0.19 or 19%. The remaining 0.41 or 41% is influenced by other factors outside the model.

Conclusion: Direct significant influence exists in working environment variable over performance as well as direct influence between performance and the effectiveness of work. From the overall results of analysis, a final model is obtained, which illustrates the association among working environment, performance and effectiveness whereby working environment influences the effectiveness of work indirectly through performance with a coefficient of 0.19 or 19%.

Advice: For Jakarta Health Polytechnic II is better to conduct further research regarding the effectiveness of work which involves a more variety of indicators and which involves students as evaluators. For BPPSDMK is mandatory to have policy setting which supports the improvement and enhancement of quality in health polytechnics.