

INTISARI

Latar Belakang: Provinsi Sulawesi Selatan telah melakukan peningkatan kualitas Sumber Daya Manusia khususnya tenaga kesehatan melalui pendidikan dan pelatihan yang didanai oleh Proyek HP-V. Proyek ini bertujuan meningkatkan efisiensi pendayagunaan, pemerataan penempatan, kompetensi dan kinerja tenaga kesehatan. Tujuan penelitian ini adalah untuk mengetahui proses pengelolaan tugas belajar tenaga kesehatan yang didanai oleh proyek HP-V di Provinsi Sulawesi Selatan.

Metode Penelitian: Penelitian ini merupakan penelitian deskriptif dengan menggunakan metode kualitatif. Subjek penelitian adalah seluruh tugas belajar pasca pendidikan yang didanai oleh proyek HP-V, pengelola proyek pendidikan HP-V Dinas Kesehatan Provinsi, serta kepala dinas kesehatan kabupaten/kota, dengan menggunakan kuesioner, pedoman wawancara dan observasi.

Hasil: Dari penelitian menunjukkan bahwa proses pelaksanaan tugas belajar belum sesuai dengan pedoman pendidikan proyek HP-V, terlihat dari tidak adanya seleksi pada calon peserta, hampir semua peserta diijinkan/diloloskan untuk mengikuti pendidikan. Ini disebabkan karena belum adanya pedoman pendidikan di dinas kesehatan kabupaten/kota. Dan hal ini menunjukkan bahwa masih lemahnya perencanaan pengembangan sumber daya manusia di tingkat kabupaten/kota. Menurut persepsi peserta tugas belajar, pelayanan yang diberikan staf pengelola tugas belajar sudah cukup baik dan dilaksanakan dengan penuh tanggung jawab. Monitoring/pengawasan kepada peserta tugas belajar dalam masa pendidikan tidak pernah dilakukan, ini disebabkan karena tidak ada kerjasama antara pihak proyek dengan institusi pendidikan. Dan pendayagunaan tenaga pasca pendidikan belum sesuai dengan yang diharapkan karena belum ditempatkan pada jabatan struktural ataupun fungsional yang sesuai dengan pendidikannya.

Kesimpulan: Pelaksanaan pengelolaan tugas belajar belum berjalan sesuai dengan mekanismenya dan pendayagunaan tenaga pasca pendidikan belum sesuai dengan yang diharapkan.

ABSTRACT

Background: The province of South Sulawesi has improved the human resources quality especially toward the health personnel through education and training which funded by HP-V project. This project was aimed to improve the efficiency of empowerment, placement distribution, competency and work performance of the health personnel. The aim of this research was to find out the organizing process of health personnel's study which was funded by HP-V project in the province of South Sulawesi.

Method: This was a descriptive research that used qualitative method. The subject of this research was those who did fellowship program which was funded by HP-V project, organizer of education project of Provincial Health offices, as well as the Head of Health offices in districts/cities, by using questioner, guidance of interview and observation.

Result: The result of this research showed that the fellowship program implementation process was not suitable with the guidance of HP-V project's education, which was shown by the unavailability selection of participant's candidate, and almost all of the participants were permitted / allowed to join the education program. This was caused by the unavailability of education guidance in the health office in districts/cities. Indeed, this is showed the lack of human resources' development planning in the districts/cities level. According to the perception of fellowship program participants, the service given by the fellowship program staff organizer was very good and accountably implemented. Monitoring/control toward the implementation of fellowship program never being held because there was no collaboration between education institutions with the HP-V project. The empowerment of health personnel after education was not fit the expectation as they were not being placed in the structural or functional position that fits their education.

Conclusion: The implementation of study organizing was not held based on its mechanism and the empowerment of health personnel after education was not yet fit the expectation.

Keyword: implementation of fellowship program, planning of health personnel development, empowerment of health personnel's after education