

INTISARI

Latar Belakang: Pola jabatan fungsional penyuluh kesehatan masyarakat diterapkan dalam upaya meningkatkan profesionalitas tenaga kesehatan. Pelaksanaan jabatan fungsional penyuluh kesehatan masyarakat di Kabupaten Hulu Sungai Selatan yang telah berjalan selama dua tahun perlu dilakukan evaluasi. Penelitian ini bertujuan untuk mengevaluasi kinerja pejabat fungsional penyuluh kesehatan masyarakat tingkat Puskesmas di Kabupaten Hulu Sungai Selatan.

Metode: Penelitian ini menggunakan metode kualitatif deskriptif. Pengumpulan data dilakukan dengan DKT, wawancara mendalam dan observasi dalam bentuk penelusuran dokumen kegiatan serta dilengkapi dengan pengisian kuesioner. DKT, wawancara mendalam, observasi dan pengisian kuesioner dilakukan terhadap pejabat fungsional penyuluh kesehatan. Wawancara mendalam juga dilakukan terhadap berbagai sumber yang terkait dengan penelitian. Validitas data dengan triangulasi sumber dan metode. Reliabilitas dilakukan dengan auditing data.

Hasil: Pelaksanaan pola jabatan fungsional penyuluh kesehatan masyarakat di Kabupaten Hulu Sungai Selatan dipengaruhi oleh faktor internal, khususnya pengetahuan dan motivasi, sedangkan faktor eksternal yang mempengaruhi adalah pembuatan dan pengusulan angka kredit, fasilitas, pedoman kerja, kepemimpinan dan kompensasi. Kinerja pejabat fungsional penyuluh kesehatan masyarakat meningkat sebesar 60 % bila dibandingkan dengan sebelum penerapan pola jabatan fungsional. Kinerja pejabat fungsional penyuluh kesehatan masyarakat dapat memacu percepatan kenaikan pangkat dengan cepat bahkan sangat cepat pada separuh dari jumlah pejabat fungsional yang ada. Kelemahan pola jabatan fungsional adalah masih sangat terbatasnya pedoman kerja yang dapat mendukung kelancaran pelaksanaan program promosi kesehatan.

Kesimpulan dan saran: Kinerja pejabat fungsional penyuluh kesehatan masyarakat di Kabupaten Hulu Sungai Selatan sesudah diterapkannya pola jabatan fungsional semakin menunjukkan peningkatan, baik dalam percepatan kenaikan pangkat maupun dalam cakupan program promosi kesehatan meskipun masih diperlukan beberapa perbaikan. Perbaikan dapat dilakukan dengan pengadaan pedoman kerja yang lebih lengkap, dukungan dana yang memadai, penyelenggaraan pelatihan serta pemberian kompensasi yang memadai.

ABSTRACT

Background: The method of functional duty of public health promoter was applied in order to improve the professionalism of health care provider. The implementation of functional duty of public health promoter in the district of *Hulu Sungai Selatan* that has been going on for two years need to be evaluated. This research was aimed to evaluate the performance of functional officers of public health promoter in the level of Primary Health Care in the district of *Hulu Sungai Selatan*.

Method: This research was using descriptive qualitative method. Data collection was done by using Focus Group Discussion (FGD), in-depth interview and observation in the form of document searching. FGD, in-depth interview, observation and completed questionnaire were implemented toward functional officers of health promoter. In-depth interview also could be done toward various sources related with the research. Data validity was done with source and method triangulation. Reliability was done with auditing data.

Result: The method implementation of functional duty of public health promoter in the district of *Hulu Sungai Selatan* was influenced by internal factor, especially knowledge and motivation, while external factors that had quite significant influence were credit value conception and proposal, facility, work guidance, leadership and compensation. Performance of functional officers of public health promoter was increased up to 60% if we compared with the application of functional duty method. Functional officers performance of public health promoter could trigger the increasing of job promotion quickly, even very quick, among half of the existing officers. The weakness of functional duty method was the very limited work guidance that could support the management of health promotion program implementation.

Conclusion: There was an improvement on the performance of functional officers of public health promoter in the district of *Hulu Sungai Selatan* after the method of functional duty, whether in the accelerating of job promotion in the coverage of health promotion program although some improvement still necessary. Improvement could be done with a more complete working guidance, sufficient financial support, training implementation as well as sufficient compensation.