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Persepsi Nilai Etis Dari Pemangku Kebijakan Dan Petugas Kesehatan Dalam Kerangka Etika Organisasi
Pada Program Penanggulangan Stunting Di Kota Bontang
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Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

ABSTRAK

Stunting merupakan masalah kesehatan masyarakat yang bersifat multidimensional dan masih menjadi prioritas pembangunan di Indonesia. Selain faktor biologis dan sosial ekonomi, keberhasilan program penanggulangan stunting dipengaruhi oleh tata kelola organisasi dan nilai-nilai etis pemangku kebijakan serta persepsi tenaga kesehatan terhadap iklim etis organisasi. Penelitian ini bertujuan menganalisis persepsi nilai etis pemangku kebijakan dan tenaga kesehatan dalam kerangka etika organisasi serta implikasinya terhadap implementasi program penanggulangan stunting di Kota Bontang.

Penelitian ini menggunakan desain analitik observasional dengan pendekatan mixed methods tipe convergent parallel. Data kuantitatif dikumpulkan melalui kuesioner pada kader dan tenaga kesehatan dan dianalisis menggunakan pendekatan korelasional cross-sectional. Data kualitatif diperoleh melalui wawancara mendalam berbasis skenario dilema etik pada pemangku kebijakan dan dianalisis dengan teknik analisis tematik. Integrasi temuan dilakukan pada tahap interpretasi untuk memperoleh pemahaman komprehensif mengenai dinamika etika organisasi dalam program stunting.

Hasil Penelitian ini menunjukkan bahwa secara simultan iklim layanan kesehatan, kepemimpinan etis, keadilan organisasi, dan persepsi nilai etis berpengaruh signifikan terhadap persepsi keberhasilan program stunting (R^2 = 0,520; p = 0,000). Namun secara parsial dalam analisis multivariat, hanya keadilan organisasi (p = 0,043) dan persepsi nilai etis (p = 0,003) yang memiliki pengaruh positif dan signifikan. Temuan kualitatif mengonfirmasi bahwa nilai moral seperti empati, transparansi data rill, serta keadilan proporsional menjadi fondasi utama program, meskipun implementasinya masih menghadapi tantangan struktural berupa keterbatasan SDM, defisit anggaran, fasilitas posyandu yang minim, serta hambatan sosial-perilaku masyarakat seperti mentalitas ketergantungan dan pernikahan dini.

Kata kunci: stunting, etika organisasi, iklim etis, keadilan organisasi, kepemimpinan etis

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ABSTRACT

Stunting remains a multidimensional public health problem and a priority of national development in Indonesia. Beyond biological and socioeconomic determinants, the effectiveness of stunting reduction programs is influenced by organizational governance and ethical values held by policymakers, as well as health workers' perceptions of the organizational ethical climate. This study aims to analyze the ethical value perceptions of policymakers and health workers within the framework of organizational ethics and to examine their implications for the implementation of stunting reduction programs in Bontang City.

This study employs an analytical observational design with a mixed-methods approach using a convergent parallel model. Quantitative data were collected through questionnaires administered to cadres and health workers involved in stunting programs and analyzed using a cross-sectional correlational approach. Qualitative data were obtained through in-depth interviews based on ethical dilemma scenarios with policymakers and analyzed using thematic analysis. Integration of quantitative and qualitative findings was conducted at the interpretation stage to achieve a comprehensive understanding of organizational ethics dynamics in the stunting program.

This study demonstrates that healthcare climate, ethical leadership, organizational justice, and perceived ethical values simultaneously have a significant impact on the perceived success of the stunting program ($R^2 = 0.520$; $p = 0.000$). However, multivariate partial analysis reveals that only organizational justice ($p = 0.043$) and perceived ethical values ($p = 0.003$) exert a positive and significant influence. Qualitative findings confirm that moral values such as empathy, real-data transparency, and proportional justice serve as the program's core foundation, even though its implementation is still hindered by structural challenges, including human resource constraints, budget deficits, inadequate integrated healthcare post (posyandu) facilities, and socio-behavioral barriers such as dependency mentality and early marriage.

Keywords: *stunting, organizational ethics, ethical climate, organizational justice, ethical leadership*