

ABSTRAK

Latar Belakang: Rekrutmen adalah praktik atau aktivitas apapun yang dijalankan oleh organisasi dengan tujuan utamanya untuk mengidentifikasi dan menarik para tenaga kerja potensial. Berdasarkan data Profil Dinas Kesehatan Kabupaten Buol Tahun 2015 dan 2016 menunjukkan bahwa tenaga Dokter masih kurang. Jumlah dokter di Kabupaten Buol masih kurang. Kondisi ini menunjukkan bahwa proses rekrutmen yang dilaksanakan oleh Dinas Kesehatan Kabupaten Buol belum efektif. Penelitian ini bertujuan untuk mengetahui prosedur rekrutmen dokter di Dinas Kesehatan Kabupaten Buol dan mengidentifikasi faktor yang mempengaruhi kesediaan dokter untuk ditempatkan di Puskesmas Kabupaten Buol.

Metode: Penelitian ini merupakan penelitian deskriptif dengan pendekatan kualitatif. Informan dalam penelitian ini sebanyak sebelas orang terdiri dari pejabat Dinas Kesehatan, Badan Kepegawaian Daerah dan Dokter PTT yang bekerja di Kabupaten Buol.

Hasil: Jumlah dokter Puskesmas di kabupaten Buol belum memenuhi standar kebutuhan dan penyebaran yang tidak merata. Faktor yang mendukung kesediaan dokter untuk bekerja di Kabupaten Buol dipengaruhi oleh kompensasi yang sudah sesuai dengan standar gaji untuk wilayah sangat terpencil dan penghargaan, jenjang karir dimana dokter memiliki peluang untuk menjadi PNS dan mendapatkan promosi pendidikan lebih lanjut. Faktor penghambat yaitu kondisi kerja yang dinilai sangat berat serta faktor lingkungan yang dirasa sepi dan terpencil.

Kesimpulan: Rekrutmen kebutuhan tenaga dokter Puskesmas yang dilakukan oleh Dinas Kesehatan Kabupaten Buol belum efektif dan perlu upaya perbaikan pola rekrutmen dan meningkatkan faktor yang mendukung kesediaan dokter untuk bekerja di Kabupaten Buol.

Kata kunci : rekrutmen, dokter, pendukung, penghambat.

ABSTRACT

Background: One of the health human resource management functions is to perform recruitments. Recruitment is a practice or activity undertaken by an organization with the primary purposes of identifying and attracting potential workers. Based on the profile data of Public Health Office of Buol by 2015 and 2016 were still lacking of physicians. This convinced that recruitment process conducted by Public Health Office of Buol was ineffective because it didn't meet the standard of supply. This study aims to determine procedures of physician's recruitment at Public Health Office of Buol and identify factors affecting the willingness of physicians to be placed at Primary Health Care of Buol.

Method: This is descriptive study with qualitative approach. Informants collected were 11 respondents (N=11) consisting of Officers of Public Health Office, Regional Employment Institution, Non-Permanent Physicians working in the District of Buol.

Finding: The number of Primary Care Physicians has not met yet the standard of the need and the distribution is not widespread. Factors affecting the willingness of physicians to work in Buol affected by compensation which is accordance with the standard of salary for the very remote areas and the reward, career path in which physicians have the chance of being civil servants as well as they get further promotion of education. Factors inhibiting including working condition considered workload and environmental factors such as quiet and remote area. Inhibiting factors are the working conditions that are considered very hard and environmental factors that is very quiet and remote.

Conclusion: Recruitment the need of physicians of Primary Health Care conducted by Public Health Office of Buol was ineffective yet and need improvement efforts regarding recruitment process and improves factors supporting the willingness of physicians to work in the District of Buol.

Key Words: recruitment, physician, supporting, inhibit.