

## INTISARI

**Latar Belakang :** *Teamwork* sangat berperan dalam mendukung kesuksesan suatu program/proyek inovatif. Bidang pelayanan kesehatan dengan kompleksitas dan spesialisasi pekerjaan yang semakin besar, membutuhkan kerjasama (*teamwork*) antar profesi, seperti halnya industri jasa lainnya. Kemampuan bekerjasama merupakan *nontechnical skill/soft skill* yang harus dimiliki oleh anggota tim. Dalam menjalankan program-program di Puskesmas, *teamwork* dibentuk untuk memudahkan pencapaian target suatu program kesehatan. Salah satu tim yang dibentuk untuk menurunkan angka kematian ibu dan anak adalah Tim PONE (Pelayanan Obstetric Neonatal Emergency Dasar) .

Tim PONE (dokter, bidan dan perawat yang sudah dilatih), diharapkan bisa bekerja dalam tim, selain mempunyai kompetensi klinis dalam menangani kasus kegawatdaruratan obstetri–neonatal dasar di Puskesmas. Profesionalisme Tim PONE dilihat dari kemampuan Tim PONE dalam melaksanakan tugas sesuai kompetensi dan didukung oleh kemampuan bekerjasama antar anggota tim/*non technical skill*, sehingga dapat mencapai target yang ditentukan. Di Kabupaten Kulon Progo, ada 6 (enam) Puskesmas yang telah dibentuk Tim PONE. *Non technical skill* tersebut meliputi kemampuan berkomunikasi, *leadership*, *situation awareness* dan *mutual support*, yang kesemuanya mempunyai dampak pada *outcomes*.

**Tujuan :** *melakukan evaluasi terhadap profesionalisme Tim PONE dalam membangun teamwork dalam penanganan ibu hamil dengan komplikasi di 2 (dua) puskesmas PONE.*

**Metode:** Jenis penelitian ini menggunakan metode deskriptif kualitatif. Rancangan penelitian studi kasus. Responden dalam penelitian ini terdiri atas petugas Tim PONE yang sudah terlatih dari puskesmas, Kepala Puskesmas, juga melihat rekam medis kasus ibu hamil dengan komplikasi dan kasus rujukan.

**Hasil:** Tim PONE di Puskesmas Sentolo 1 berhasil dalam membangun *teamwork* dalam penanganan terhadap ibu hamil, walaupun hanya sedikit sumber daya yang dilatih. Proses komunikasi sudah berjalan dalam rangka berbagi ilmu, peran tim leader sudah bagus, namun manajemen reward berbasis tim belum ada. Sedangkan di Puskesmas Temon 1, *teamwork* belum berjalan optimal terutama masalah *knowledge sharing* dan kemampuan *team leadership*.

**Kesimpulan:** Profesionalisme *teamwork* Tim PONE pada penanganan ibu hamil dengan komplikasi di Kabupaten Kulon Progo masih ada beberapakendala yaitu kompetensi klinis individu, proses *teamwork* terutama komunikasi dan *team leadership*.

**Kata kunci :** *teamwork*, PONE, ibu hamil komplikasi.

## ABSTRACT

**Background:** Teamwork has important role in supporting achievement of inovative program. Complexcity and work specialization are characteristic of healthcare services, inter-professional teamwork is required, as well as other service industries. Ability to build teamwork is nontechnical skills /soft skills of team members. Implementing programs in Public Health Center (PHC) need teamwork to facilitating achievement of health program. A kind of team to reducing problem of maternal and neonatal mortality is PONED team specialized to provide provide basic emergency care of obstetric and neonatal cases. PONED Team included trained health workers (doctor, midwives and nurse). They are expected to working together in team, in addition each of them having good clinical competencies to handling emergency cases related to obstetric and neonatal in PHC. There were PONED team on six PHC, in Kulon Progo. Professionalism of PONED team is influenced, both clinical competency and teamwork competency. Non-technical skill, including communication ability, leadership, situation awareness and mutual support. All of them has impactto effect outcomes.

**Objective:** Evaluating Professionalism of PONED team in developing teamwork on treatment of complication pregnancy in PHC to provides basic emergency care for obstetric and neonatal cases.

**Method:** This study used descriptive-qualitative method and the study design was case study. Participant of this study were all trained health workers who has became members of PONED team, Head of PHC and observing medical record of complication pregnancy and referral cases.

**Result:** PONED team in Sentolo 1's PHC has succeeded on developing good team work to giving basic emergency care to pregnant women, even though they had lack of trained health workers. Teamwork on PONED Team has not optimally implemented in Temon 1's PHC, mainly caused by knowledge sharing and leadership competency.

**Conclusion:** Professionalism teamwork of PONED team on handling complication pregnancy in Sentolo 1's PHC has been developing better than PONED Team in Teamon 1's PHC. Process of sharing knowledge and leadership competency affected the success of teamwork.

**Keyword :** Teamwork, PONED , Complication Pregnancy