

INTISARI

Latar belakang : Banyak daerah kabupaten/kota yang sebenarnya belum siap melaksanakan otonomi daerah sebagaimana mestinya, disebabkan keterbatasan akan sumber daya yang dimiliki, khususnya sumber daya manusianya (SDM). Dinas Kesehatan Kabupaten Aceh Tengah dan Kabupaten Bener Meriah juga menghadapi persoalan terbatasnya SDM yang dimiliki. Dari 20 unit puskesmas yang ada, sampai akhir tahun 2003, hanya 12 unit yang memiliki tenaga medis, selebihnya tidak memiliki tenaga medis dan dipimpin oleh tenaga non medis.

Tujuan penelitian : Penelitian ini bertujuan untuk mengetahui hubungan karakteristik inidividu (jenis profesi, tingkat pendidikan, pelatihan dan masa kerja), kemampuan menajerial kepala puskesmas dan kinerja puskesmas yang ada di Kabupaten Aceh Tengah dan Kabupaten Bener Meriah.

Metode penelitian : Penelitian ini adalah penelitian analitik. Subjek penelitian 20 orang kepala puskesmas yang ada di kedua kabupaten. Alat penelitian yang digunakan adalah kuesioner, daftar isian, dan lembaran observasi (*check list*). Penelitian ini dilakukan pada bulan Agustus sampai dengan September 2004. Data dianalisa dengan cara deskriptif, uji statistik korelasi dan regresi berganda untuk mengetahui hubungan antar variabel penelitian.

Hasil Penelitian : Hasil uji statistik menunjukkan bahwa jenis profesi dan tingkat pendidikan kepala puskesmas tidak berkorelasi dengan kemampuan manajerial ($p>0,05$). Masa kerja dan pelatihan manajerial mempunyai hubungan yang cukup kuat dan signifikan dengan kemampuan manajerial kepala puskesmas ($p<0,05$). Hubungan dengan tingkat korelasi yang sangat kuat terjadi antara kemampuan manajerial kepala puskesmas dan kinerja puskesmas ($r=0,857$, $p=0,000$).

Kesimpulan : Penelitian ini membuktikan secara statistik adanya hubungan karakteristik individu dengan kemampuan manajerial kepala puskesmas dan antara kemampuan manajerial kepala puskesmas dengan kinerja puskesmas di Kabupaten Aceh Tengah dan Kabupaten Bener Meriah.

Kata kunci : Karakteristik individu, kemampuan manajerial, kinerja puskesmas

ABSTRACT

Background: There are many of districts/cities that are not yet really ready to implement the regional autonomy as it should be. This is caused by the limitation of resources, especially human resources. District health office of Central Aceh and Bener Meriah is facing the problem of limited human resources. From 20 units of Primary Health Care, until the end of 2003, only 12 units that have health care providers and the rest do not have health care provider and led by non health care provider personals.

Objectives: This research was aimed at finding out the relationship of individual characteristics (type of profession, level of education, training and length of work), managerial ability of the principals in Primary Health Care and work performance of Primary Health Care in the district of Central Aceh and Bener Meriah.

Methods: This was an analytic research. The subject of the research was 20 principals of Primary Health Care in both of the districts. The instrument being used was questionnaires, filling lists, and observation sheets (check list). This research was implemented in August to September 2004. Data was analyzed with descriptive method, correlation statistical test and double regression in order to find out the relationship of research variables.

Results: The result of statistical test showed that there was no relationship between type of profession and level of education of principal in Primary Health Care with managerial ability ($p > 0,05$). Length of work and training of managerial had quite strong and significant relationship with the managerial ability of principal in Primary Health Care ($p < 0,05$). There was a strong relationship between managerial ability of principal in Primary Health Care and work performance of the Primary Health Care ($r = 0,857$, $p = 0,000$).

Conclusion: This research showed that statistically there was a relationship between individual characteristics with managerial ability of principal in Primary Health Care with work performance of Primary Health Care in the district of Central Aceh and Bener Meriah.

Keyword: Individual characteristics, managerial ability, work performance Primary Health Care.