

ABSTRAK

ANALISIS KINERJA PETUGAS MIKROSKOPIS MALARIA DI PUSKESMAS KABUPATEN MANGGARAI TIMUR

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Malaria masih merupakan masalah kesehatan yang serius di Indonesia. Khusus Angka kejadian penyakit malaria di Provinsi Nusa Tenggara Timur dari tahun ke tahun cenderung menurun, tetapi sampai dengan 2018 Propinsi NTT belum memiliki kabupaten/ kota yang bebas Malaria. Manggarai Timur merupakan satu dari tiga kabupaten/ kota di NTT yang mencapai tahap eliminasi Malaria (API < 1 per 1000 penduduk) dan akan Pra *assesment* Eliminasi 2020. Tujuan dari penelitian ini adalah untuk mengetahui gambaran kinerja mikroskopis malaria, gambaran SDM, Gambaran organisasi dan Motivasi serta hubungan antara SDM, organisasi dan motivasi terhadap kinerja pembacaan slide Malaria Mikroskopis di Puskesmas Kab Manggarai Timur. Jenis dan desain penelitian yang digunakan adalah penelitian *cross sectional* yang dilakukan dalam sebuah populasi dengan tujuan menemukan hubungan antar variabel. Jumlah sampel dalam penelitian ini adalah 12 responden mikroskopis malaria 12 Puskesmas di Manggarai Timur. Hasil penelitian menunjukkan 7 orang berkinerja Kurang, 10 orang masuk kategori usia dewasa muda, 12 orang berpendidikan D3 Analis, 8 orang belum pernah ikut pelatihan, 12 orang memiliki sarana tidak lengkap, 12 orang tidak mendapat imbalan tambahan, 7 orang memiliki beban kerja tinggi, 10 orang tidak perna disupervisi dan 12 orang memiliki motivasi kerja baik. Hasil *Uji Chi-Square* menunjukkan nilai *Asymp. Sig. (2-sided)* > 0.05 artinya tidak ada hubungan yang signifikan antara Individu, Organisasi dan Motivasi terhadap Kinerja Mikroskopis Malaria di Puskesmas Kabupaten Manggarai Timur. Dari hasil penelitian ini dapat di simpulkan bahwa individu (Umur,pendidikan,pengalaman), Organisasi (sarana, imbalan,uraian tugas,beban kerja, supervisi) dan Motivasi tidak berpengaruh signifikan terhadap kinerja mikroskopis.

Kata Kunci : Kinerja Mikroskopis Malaria, Variabel Individu/ SDM, Organisasi, Motivasi

ABSTRACT

PERFORMANCE ANALYSIS OF MALARIA MICROSCOPIC OFFICERS AT PUSKESMAS, EAST MANGGARAI DISTRICT

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Malaria is still a serious health problem in Indonesia. In particular, the incidence of malaria in the Province of East Nusa Tenggara tends to decrease from year to year, but until 2018 the Province of NTT does not have a district / city that is free from malaria. East Manggarai is one of three districts / cities in NTT that has reached the stage of elimination of malaria (API <1 per 1000 population) and will be pre-assessment for 2020 elimination. The purpose of this study is to determine the microscopic performance description of malaria, human resource description, organizational description and motivation. as well as the relationship between human resources, organization and motivation on the performance of microscopic malaria slide reading at the Puskesmas in East Manggarai Regency. The type and research design used is a cross sectional study conducted in a population with the aim of finding the relationship between variables. The number of samples in this study were 12 malaria microscopic respondents from 12 Puskesmas in East Manggarai. The results showed 7 people underperformed, 10 people were categorized as young adults, 12 people had D3 Analyst education, 8 people had never participated in training, 12 people had incomplete facilities, 12 people did not get additional compensation, 7 people had high workloads, 10 people were never supervised and 12 people had good work motivation. The Chi-Square test results show the Asymp value. Sig. (2-sided)> 0.05 means that there is no significant relationship between Individual, Organization and Motivation on Microscopic Performance of Malaria at the Puskesmas in East Manggarai Regency. From the results of this study, it can be concluded that individual (age, education, experience), organization (means, rewards, job descriptions, workload, supervision) and motivation have no significant effect on microscopic performance.

Keywords: Microscopic Performance of Malaria, Individual / HR Variables, Organization, Motivation