

# Optimalisasi monitoring pengajuan angka kredit jabatan fungsional kesehatan di Satkes Denma Mabes TNI tahun 2013 = Optimization of credit score monitoring application of functional health in Satkes Denma TNI Headquarters in 2013 / Muriyah Pakembarati

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Abstrak

## <b>ABSTRAK</b>

Pelaksanaan monitoring pengajuan angka kredit jabatan fungsional kesehatan di Satkes Denma Mabes TNI masih belum bisa dipertanggung jawabkan keakuratannya, masih ada pejabat pemangku jabfungkes ( 18 dari 47 orang) yang tidak mengajukan angka kreditnya dalam waktu setahun sekali. Hal ini disebabkan karena belum ada surat perintah kepada atasan langsung untuk memonitor kegiatan pengajuan angka kredit tersebut.

Penelitian ini menggunakan pendekatan kualitatif. Sumber data diperoleh dari informan, dokumen dan fokus grup diskusi. Teknik pengumpulan data yang digunakan adalah wawancara mendalam, observasi langsung, dokumen, dan diskusi kelompok. Pengujian validitas data dilakukan dengan menggunakan teknik triangulasi metode. Ruang lingkup penelitian ini dilakukan di Satkes Denma Mabes TNI Jakarta.

Identifikasi kendala didapat melalui pendekatan masalah sesuai teori pendekatan analisis Organisasi dan Metode (O&M) yang dilakukan terhadap ketersediaan sumber-sumber manajemen yaitu Tenaga, Dana, Bahan, Peralatan dan Dukungan Waktu. Dari hasil penelitian maka perlu dilakukan optimalisasi terhadap sumber-sumber manajemen tersebut.

Saran dari penelitian ini, perlu dilakukan optimalisasi monitoring pengajuan angka kredit, sehingga diharapkan angka kredit yang diajukan dapat mendukung kelancaran dalam kenaikan pangkat dan pada akhirnya memotivasi kinerja yang baik kepada para pemangku jabatan fungsional kesehatan (jabfungkes) untuk memberikan pelayanan kesehatanyang lebih berkualitas di masa yang akan datang.

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## <b>ABSTRACT</b>

Accuracy of monitoring about credit score monitoring application of functional health in Satkes Denma TNI Headquarters was low. It was shown from a number of personel in job fungsional's health who do not report their credit score once in a year. Therefore, it is necessary to conduct the study about optimalization of credit score monitoring application of functional health in Satkes Denma TNI Headquarters.

An operational research method using a qualitative was conducted collection techniques that have been used were in-depth interviews, document reviews and focus group discussion. Data validity testing used triangulation technique. Scope of this study was carried out in Satkes Denma TNI Headquarters.

Constraint identification that obtained through analisation of Organization and Methods (O&M) identified

the low of monitoring to improve the credit score monitoring application of functional health in Satkes Denma TNI Headquarters. from the study result, optimalization of credit score monitoring application of functional of health should be maintained, and it is needed an ordered to a personel who have to do about monitoring, money supply, matherials, machine and an accurating time for schedul that proposal?s credit score for functional?s job personel of health in Satkes Denma TNI Headquarters.

The study recommended that an obvious about optimalization of credit score monitoring application of functional health in Satkes Denma TNI Headquarters in the future, so it means to building the quality of credit score with validation of score about health care.