

Analisis kinerja Badan Penelitian dan Pengembangan Kesehatan berdasarkan model ability, clarity, help, incentive, evaluation, validity, dan environment = Performance analysis of National Institute of Health Research and Development based on ability, clarity, help, incentive, evaluation, validity, dan environment model

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Abstrak

Badan Penelitian dan Pengembangan Kesehatan (Badan Litbangkes) merupakan salah satu badan penelitian pengembangan yang telah banyak berkontribusi dalam pembangunan kesehatan nasional karena penelitian yang dijalankan. Model Achieve sebagai salah satu teori yang mengintegrasikan elemen ability, elemen clarity, elemen help, elemen insentif, elemen evaluation, elemen validity, dan elemen environment digunakan untuk menganalisis permasalahan yang ada untuk selanjutnya dapat ditindaklanjuti pimpinan dalam menentukan prioritas masalah organisasi. Dengan demikian, tujuan dari penelitian ini adalah untuk menganalisis kinerja Badan Litbangkes berdasarkan model Achieve.

Penelitian ini menggunakan pendekatan post-positivis. Sedangkan metode yang digunakan yaitu kualitatif. Sumber data primer yang digunakan melalui hasil wawancara dengan para informan yang telah dipilih. Beberapa temuan penelitian diantaranya terkait elemen ability yaitu pentingnya langkah advokasi terkait ketersediaan anggaran untuk tugas belajar. Elemen clarity yaitu kelalaian dalam hal administrasi yang dilakukan peneliti dapat dibantud dengan follow up dari Tim Administrasi.

Elemen help yaitu dapat dipertimbangkan untuk memberikan insentif tambahan terkait melalui quota dan peningkatan anggaran seminar/workshop internasional. Elemen incentive yaitu motivasi atau pembinaan-pembinaan lebih lagi terkait disiplin diri Elemen evaluation yaitu umpan balik sebaiknya dua arah termasuk bawahan ke atasan. Terakhir pada elemen validity yaitu langkah percepatan pembentukan majelis etik peneliti sehingga peneliti yang ada lebih kompeten dan bertanggung jawab.

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National Institute of Health Research and Development is one of the development research agency that has contributed a lot in national health development because research is being carried out. Achieve model as one of the theories that integrates element of ability, clarity element, help element or organizational support, incentive element, evaluation element, validity element, and environment element is used to analyze existing problems for further action followed up by the leader in determining organizational problem priorities. Thus, the purpose of this study is to analyze the performance of National Institute of Health Research and Development based on Achieve model.

This study uses a post-positivist approach. While the method used is qualitative. The primary data source is used through the results of deep interviews with selected informants. Some research findings are related to the ability element, namely the importance of advocacy steps related to the availability of budgets for learning assignments. The clarity element, which is negligence in terms of administration conducted by researchers, can be contested with follow-up from the Administration Team.

Help element that can be considered to provide additional incentives related to quota and increased budget for international seminars / workshops. The incentive element is motivation or coaching more related to self

discipline Element evaluation, namely feedback should be two-way including subordinates to superiors. Finally, the element of validity is the step of accelerating the formation of a research ethics council so that existing researchers are more competent and responsible.