

Perbedaan Kepuasan Kerja Pegawai Berdasarkan Status Akreditasi Puskesmas di Kabupaten Kotawaringin Barat Tahun 2021 = Employee Satisfaction Based on The Accreditation Status of Different Public Health Centres in West Kotawaringin District in 2021

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Abstrak

Latar Belakang : Implementasi kebijakan akreditasi puskesmas dimulai sejak 2015 hal ini sebagai jawaban atas adanya tantangan di era globalisasi ini. Pada tahun 2021 BPJS mensyaratkan adanya sertifikat akreditasi bagi puskesmas untuk menjalin kerja sama. Hal ini mendapat tanggapan yang bervariasi baik positif maupun negatif. Ada yang beranggapan akreditasi adalah kewajiban adapula yang menganggap sebagai kebutuhan, bagaimanapun sebagai insan kesehatan yang bekerja di puskesmas harus mematuhi. Pertanyaan penting bagi pembuat kebijakan dalam pelayanan kesehatan di Indonesia adalah apakah akreditasi tidak memiliki konsekuensi seperti menurunkan kepuasan kerja para pegawai. Merupakan penelitian kuantitatif dengan desain cross sectional. Sampel sebanyak 133 responden pada 4 puskesmas yaitu Puskesmas Pangkalan Lada terakreditasi paripurna, Puskesmas Arut Selatan terakreditasi utama, Puskesmas Teluk Bogam terakreditasi madya dan puskesmas Sambi belum terakreditasi pada bulan April tahun 2021. Pengumpulan data dengan menggunakan kuesioner online. Hasil penelitian menunjukkan bahwa terdapat perbedaan yang signifikan rerata kepuasan kerja pegawai berdasarkan status akreditasi ($p=0,0005$). Namun diketahui bahwa tidak terdapat hubungan antara karakteristik individu dengan kepuasan kerja pegawai puskesmas di Kabupaten Kotawaringin Barat.

..... Background: The implementation of accreditation policies in primary healthcare centres have been implemented since 2015, as a response towards the challenges in this globalization era. Recently in 2021, the Indonesian government made it mandatory for primary healthcare centres to have an accreditation certificate, as a prerequisite for them to be covered by the government health insurance (BPJS). This recent policy was met with a variety of opinions, both positive and negative. Despite this difference of opinions, health personnel in primary healthcare centres need to comply with accreditation policies. An important matter that needs to be addressed by policy makers are whether accreditation policies can cause negative consequences such as decreasing the job satisfaction of employees. This study is a quantitative study with a cross sectional design. A total of 133 samples from 4 primary healthcare centers, namely Pangkalan Lada Primary Healthcare Centre which was fully accredited, Arut Selatan Primary Healthcare Centre which has a major accreditation, Teluk Bogam Primary Healthcare Centre which has a semi-major accreditation and Sambi Primary Healthcare Centre which wasn't accredited. Data was collected with an online questionnaire, taken in April 2021. The results showed that there was a significant difference of average employee satisfaction scores between the different primary healthcare centres ($p = 0,0005$). However, an association between the satisfaction score with other demographic variables and was not found.