

## Evaluasi kompetensi dokter/dokter gigi pegawai tidak tetap pasca pelatihan pratugas dalam penerapan manajemen puskesmas di Kabupaten Padang Pariaman tahun 2004

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### Abstrak

Pelatihan Pratugas Dokter/Dokter Gigi PTT merupakan program pelatihan prajabatan khusus yang wajib diikuti oleh seluruh dokter umum maupun dokter gigi yang akan melaksanakan masa bhaktinya. Dalam pelatihan pratugas ini Dokter/Dokter Gigi PTT mendapatkan materi dasar, inti dan penunjang. Materi yang dianggap paling penting dalam pencapaian tujuan pelatihan adalah materi inti yakni manajemen puskesmas. Pelatihan pratugas Dokter/Dokter Gigi PTT dimulai sejak tahun 1991 di Balai Pelatihan Kesehatan Padang, namun sampai saat ini belum pernah dievaluasi pada saat pasca pelatihan, sehingga tidak diketahui data tentang penerapan hasil pelatihan.

Penelitian ini bertujuan memperoleh informasi tentang kompetensi Dokter/Dokter Gigi PTT yang meliputi pengetahuan, sikap dan keterampilan dalam pelaksanaan manajemen puskesmas dan untuk melihat peran serta dokter/dokter gigi PTT dalam manajemen puskesmas.

Penelitian ini menggunakan pendekatan kualitatif melalui wawancara mendalam, observasi dan test objektif dengan informan dokter/dokter gigi PTT sebagai informan utama. Dilanjutkan dengan triangulasi sumber kepada pimpinan puskesmas, staf puskesmas dan KaSubdin Yankes Dinas Kesehatan Kabupaten Padang Pariaman.

Hasil penelitian menggambarkan, bahwa pelatihan pratugas sangat bermanfaat dalam menunjang tugas Dokter/Dokter Gigi PTT di puskesmas. Hasil evaluasi kompetensi Dokter/Dokter Gigi PTT dalam manajemen puskesmas, pengetahuan dokter/dokter gigi PTT cukup baik pada perencanaan tingkat puskesmas, selanjutnya penilaian kinerja puskesmas dan lokakarya mini puskesmas. Sebagian besar Dokter/Dokter gigi PTT menunjukkan sikap positif antara lain dalam disiplin kerja, kepemimpinan, kerjasama, prakarsa dan keterampilan yang baik dalam melaksanakan tugas di puskesmas. Peranserta Dokter/Dokter Gigi PTT dalam manajemen puskesmas sangat bervariasi, yang utama adalah pada perencanaan tingkat puskesmas, penilaian kinerja puskesmas dan lokakarya mini puskesmas.

Untuk kesempurnaan dalam penyelenggaraan pelatihan hendaknya dilakukan evaluasi pasca pelatihan secara berkesinambungan, dalam penyusunan kurikulum diharapkan selalu menyesuaikan dengan kebutuhan puskesmas, agar materi yang diberikan bermanfaat dalam pekerjaan dokter/dokter gigi PTT di puskesmas.

Daftar Pustaka : 45 (1984 - 2004 )

<hr><i>Evaluation of Physician/Dentist Competency as Temporary Employee on Public Health Center Management Assessed After Pre-Work Training in Padang Pariaman District year 2004Pre work training of temporary employee (PTT) physician/dentist is a special training program which is obligatory before

physician/dentist could go the work field. During the training, physician/dentist obtain basic, core, and supporting materials. Core material of public health center management is considered as the most important material. The training firstly started in 1991 in Padang Health Training Center but has never been evaluated in a post-training evaluation, thus no data on training result and application were available.

This research aimed to obtain information on physician/dentist competency including knowledge, attitude, and skill in implementing public health center management and to investigate the participation of PTT physician/dentist in public health center management.

The study used qualitative approach through in-depth interview, observation, and objective test with PIT physician/dentist as main informants. This was followed up by source triangulation to public health center management and staff, and Head of Health Service Office in Padang Pariaman District Health Office.

The results show that pre work training was extremely useful in supporting PTT physician/dentist at their work in public health center. Results on competency evaluation indicate good knowledge on public health center level planning, public health center performance evaluation, and public health center mini workshop. The majority of PTT physician/dentist showed positive attitude e.g. in work discipline, leadership, cooperation, initiative, and also showed good skill in doing their work in public health center. However, participation of PTT physician/dentist in public health center was quite varied, with significant participation in planning at public health center level, evaluating public health center performance, and in public health center mini workshop.

In order to improve the training, it is suggested to conduct post-training evaluation routinely. Materials are to be updated and adjusted according to the needs of public health center as to provide most benefit to PTT physician/dentist as training participants and to further support their work in public health center.

References: 45 (1984-2004)