

## Pengaruh pelatihan penyuluhan terhadap kinerja petugas pengelola penyuluhan puskesmas di Kabupaten DT II Indramayu Propinsi Jawa Barat tahun 1995 / 1996

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### Abstrak

Pelatihan penyuluhan untuk meningkatkan kinerja petugas telah banyak dilakukan, namun pengaruhnya terhadap kinerja petugas pengelola penyuluhan Puskesmas belum diketahui. Penelitian menggunakan disain kuasi eksperimen dengan intervensi pelatihan penyuluhan terhadap petugas pengelola penyuluhan Puskesmas di Kabupaten Indramayu dengan kontrol petugas di Kabupaten Cirebon Propinsi Jawa Barat.

Uji t kinerja kelompok intervensi sebelum dan sesudah pelatihan, menunjukkan peningkatan kinerja 49,35 dengan  $p = 0,000$ . Uji t peningkatan kinerja antara kelompok intervensi dan kontrol menunjukkan pelatihan meningkatkan kinerja lebih tinggi 37,48 dengan  $p = 0,000$ . Efektifitas pelatihan terhadap peningkatan kinerja 19,35 %. Penyesuaian rata-rata dengan anakova menghasilkan peningkatan kinerja di kelompok intervensi 48,73 dan perbedaan peningkatan 36,24.

Uji t pengetahuan kelompok intervensi sebelum dan sesudah pelatihan menunjukkan pelatihan teoritis di kelas meningkatkan rata-rata pengetahuan sebesar 5,07 dengan  $p = 0,000$ . Dalam kurun waktu 5 bulan dengan latihan lanjutan selang waktu 2,5 bulan, menunjukkan tidak terjadi penurunan pengetahuan ( $p = 0,096$ ). Di kelompok kontrol tidak terjadi perubahan, namun ada kecenderungan penurunan pengetahuan. Efektifitas pelatihan terhadap peningkatan pengetahuan 32,26 %.

Kondisi bantuan, insentif, pedoman kerja dan evaluasi kerja dalam kategori kurang. lingkungan fisik dalam kategori kurang, sedangkan lingkungan sosial dalam kategori baik. Uji korelasi dan regresi di kelompok intervensi menunjukkan pedoman kerja berkontribusi terhadap kinerja ( $p = 0,044$ ).

Dapat disimpulkan pelatihan penyuluhan meningkatkan pengetahuan dan kinerja dibandingkan sebelum pelatihan. Peningkatan kinerja petugas yang mendapat pelatihan lebih tinggi dibandingkan petugas yang tidak mendapat pelatihan. Pelatihan dapat digunakan untuk meningkatkan kinerja dengan pengembangan pelatihan yang sesuai kebutuhan petugas. Dilaksanakannya pelatihan disertai upaya peningkatan pedoman kerja, diharapkan dapat lebih meningkatkan kinerja petugas.

Diperlukan penelitian lebih lanjut dengan mengembangkan pengukuran kinerja melalui observasi proses. Selain itu penelitian efektifitas metoda pelatihan terhadap peningkatan kinerja dan studi kasus hubungan kinerja petugas pengelola penyuluhan Puskesmas dengan keberhasilan program penyuluhan kesehatan di Puskesmas.

.....Health Education Training to improve staff performance was frequently done, but their influence on Puskesmas Health Educators was not known. The research used quasi experimental design, with the training of Puskesmas Health Educator in Indramayu as the intervention. The control was Health Educators at the

District of Cirebon.

The T-test in intervention group performance before and after the training showed an increase on performance score as high as 49.35, with p value = 0.000. The T-test for performance improvement showed that the training had improved the performance score of the intervention group 37.48 higher than the control group with p value = 0.000. The training effectivity on performance improvement was 19.35 %. Mean adjusted result using anacova test showed that performance improvement in the intervention group was 48.73, the difference with the control group was 36.24.

The T-test on health education knowledge in the intervention group before and after training showed that classroom theoretical training increased knowledge as high as 5.07 in average, with p value = 0.000. In five months, with a retraining after 2.5 months, there was no decrease in knowledge (p value= 0.096). There was no change in the control group, although there was decreasing trend in knowledge. Training effectivity on knowledge improvement was 32.26 %.

The condition of help, incentive, validity (guidelines) and work evaluation were in the bad category. The physical environment was in the bad category and the social environment was in the good category. Correlation and regression test in the intervention group showed that the contribution of guidelines on the performance was positive ( p value = 0.044).

It can be summarized that health education training had improved the staff knowledge and performance. Performance improvement among the trained staff was higher the untrained staff. The training could be used for performance improvement based on staff need. The 'training together with guidelines improvement was hoped to improved staff performance.

Continued research is needed to develop performance measurement through an observation process. Other possible researches are a research on training method effectivity on performance improvement, and case study on the correlation between Puskesmas Health Educator performance and succesfull health program at Puskesmas.