

Perencanaan strategis sumber daya manusia kesehatan dinas kesehatan kabupaten Pandeglang dalam pelaksanaan otonomi daerah tahun 2001-2005

Nina Manarosana Rachman, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=93386&lokasi=lokal>

Abstrak

Dalam pehksanaan otonomi daemh,Dinas Kesehatan Kabupaten Pandeglang membumtuhkan suatu perencanaan Sumbor Days Manusia (SDM) keehslan, yang dapat Sejalan dmsanvi-1i, Misi,R=@na Simiesis (R°DSUH)d=nPf°SHm°Pf°sfH1I1YHns #kan dijalaukan oleh Dinkes Kabupatea Pandeglang dalamkunm waktu 200]2005. Itulah yang menjadi alasan dan tujuandari penelitian ini.'

Unmk dapat menyusun pereacanaan strategis SDM Kesehatan di Dinkes Kabupaten Pandeglnng, dilalcukan penelitian opemsirmal dengan analisis kualiatif dem kuantitatif, dibanin dengan peramalanmenggnmakan Hme Series Forecasting dari program QSB+. Penyusunarn strategi ini melalui bebempa tahap. Talmp pertama (Inpzn Smge)tm'diddminmBsislh1ghmgmdcsterml danintemalSDMKesehatanDinkes Kabupaten Pandoglang, yang dilakukan oleh Cancensus Decision Making Group (CDMG). Pads iahap kedua (matching Stage), CDMG melakukan analisis dengan Internal-Ekstemal matrtrdan SWOTmarrb; Secam tersendiri dilalcukan analisis beban keja, dmgandasar Rensh'adanpmgmm-pmgrmnymgakandi1aksanakano1ehDinkesKahupaton Pandeglanggmmkmellghasilkanjenis danj\nnahkehfutuha.nSDMlnesehtan strategis.

Pads tahap III (Decision Stage) analisis dilakulmn dengan menggxmalmn QSPM unmk me.nenh1kanstmiegitebaik_

DarihasijpmelH&an,padapanilihma1tema6fshategidmganberdasmkan1E malrbc, diketahui bahwa posisi SDM Dinkes Kabupaten Pandeglang benda pada sel 111, yang artinya berada pada posisi Hold and Maintain atau Rerrenchment dimana strategi yang dianjmican adalah stratogi intcnisif yang terdid daxi market penetration, market developmenn dan product development, atau mmrozmd strategies yang terdiri dari Ccmtractian and Consolidation. I

Dalampeneiiian ini diaimpulkanbahwalmtuk mencapai mjnnnjangkn panjang SDM kesehatan, dalam menghadapi pelaksanaan otonomi daerah pada i8l1III1 2001-2005, diperlukan kemampuan advokasi Dinkes yang kuat

Sebagni san-an untuk menindak lanjuti hasil penelitian ini adalah perlunya disusun mwgi lanjutan sDM rcesehmn ninkes Kabupaten Pandeglang yang mmpakau operasional daii pemicanaan mfegi SDM ini.

<hr>

** Abstract
**

In decentralization em, Health Department in Pandeglang District needs a strategic planning of health human resomces that conforms with the vision, mi sion, Strategic Planing (Reristra) and programs implemented by Health Department in Pandeglang

District in 2001 - 2005. This is the main goal of this research.

To build that, operational research with qualitative and quantitative analysis has been implemented by using Time Series Forecasting from QSB+ program. There are some stages to do the analysis. First Stage (Input Stage) is to analyze the internal environment of health human resources in Health Department in Pandeglang District by Consensus Decision Making Group (CDMG). Next Stage (matching stage) will analyze and discuss Internal-External Matrix and SWOT matrix. Workload based on Renstra and other programs in planning and implementation by Health Department in Pandeglang District is analyzed to get types and amounts of health human resources. In Final stage (Decision Stage), QSPM is operated to determine the best strategy.

This research shows the health human resources of Health Department in Pandeglang District placed of third Cell, Hold and Maintain position or retrenchment as suggested. Strategy is intensive strategy such as market penetration, market development and product development, or turn-around strategies, including contraction and consolidation.

This research shows that to reach long-term goals facing implementation of decentralization in 2001-2005, would need a man who strongly advocates ability.

As a suggestion to follow up this research that Dinkes Kabupaten Pandeglang have a detailed advanced strategy as a health human resource strategic planning option.

References : 36 (1984-2001)