

# Analisis Hubungan Implementasi Kebijakan dengan Kinerja Penelitian Dosen Poltekkes Kemenkes = Analysis of The Relationship of Policy Implementation with Research Performance of Health Polytechnic of the Ministry of Health Lecturers

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## Abstrak

Penelitian menempati peran strategis dalam rangka memajukan peradaban suatu bangsa. Kinerja penelitian menjadi salah satu indikator bagi pembangunan bidang kesehatan. Salah satu ukuran kinerja riset nasional adalah Skor SINTA. Berdasarkan Skor SINTA, kinerja dosen Poltekkes Kemenkes masih rendah jika dibandingkan dengan perguruan tinggi lainnya. Pada tahun 2021, Kepala Badan Pengembangan dan Pemberdayaan SDM Kesehatan menetapkan kebijakan berupa SK Nomor HK.02.03/I/6190/2021 tentang Pedoman Penelitian dan Pengabdian Kepada Masyarakat Poltekkes Kemenkes, yang menetapkan kegiatan penelitian dalam 2 kategori dan 7 skema serta dikelola melalui Sistem Informasi Pengelolaan Penelitian. Kebijakan tersebut telah diimplementasikan sejak tahun 2021. Penelitian ini bertujuan untuk memahami hubungan implementasi kebijakan dengan kinerja penelitian dosen Poltekkes Kemenkes. Penelitian ini adalah penelitian kuantitatif dengan desain non eksperimental melalui pendekatan crosssectional. Teknik pengumpulan data melalui survei dengan instrumen kuesioner, kemudian diperkuat dengan wawancara mendalam dan telaah dokumen. Hasil penelitian menunjukkan bahwa implementasi kebijakan berhubungan signifikan dengan kinerja penelitian ( $p$ -value  $<0,05$ ). Variabel Struktur organisasi dan karakteristik organisasi pelaksana tidak berhubungan dengan kinerja penelitian dosen ( $p$ -value  $=0,086$ ); variabel hubungan antar organisasi, variabel sumber daya, serta variabel lingkungan sosial, ekonomi, dan politik berhubungan secara signifikan dengan kinerja penelitian dosen ( $p$ -value  $<0,05$ ). Sementara itu, variabel disposisi atau sikap para pelaksana merupakan variabel yang paling dominan berhubungan dengan kinerja penelitian dosen Poltekkes Kemenkes (AOR 1,443; 95% CI: 1,25 – 1,67). Sekalipun berdasarkan hasil penelitian kuantitatif ada variabel yang tidak berhubungan signifikan, namun berdasarkan konfirmasi melalui wawancara mendalam dan telaah dokumen seluruh variabel implementasi kebijakan berhubungan dengan kinerja penelitian. Kurangnya kemampuan dosen dalam manajemen waktu dan menghasilkan penelitian, rendahnya komitmen untuk melakukan pemutakhiran data Sinta, serta anggaran penelitian yang relatif kecil, berisiko menyebabkan kinerja penelitian menjadi rendah. Oleh karena itu, Ditjen Nakes diharapkan dapat meningkatkan anggaran penelitian; memfasilitasi upaya Poltekkes menjadi BLU; serta menyusun roadmap pelatihan dan pembangunan jejaring penelitian. Poltekkes proaktif melengkapi kebijakan turunan dan melaksanakan pendampingan. Dosen diharapkan juga dapat berkomitmen menempatkan kegiatan penelitian sebagai prioritas utama; mengikuti kegiatan sosialisasi dan peningkatan kapasitas dengan sebaik-baiknya; meningkatkan kapasitas secara mandiri melalui multi-metode dan multimedia, serta kegiatan diskusi dengan sesama peneliti; meningkatkan kualitas penelitian dan publikasinya dan proaktif untuk mencari sumber pendanaan lain di luar BOPTN.

.....Currently, research performance is one of the indicators for development progress, including development in the health sector. One measure of national research performance is the SINTA Score. Based on the SINTA score, the performance of Health Polytechnic of the Ministry of Health Lecturers is still low

when compared to other tertiary institutions. For this reason, in 2021, the Head of the Board for Development and Empowerment of Human Resources for Health set a policy in the form of Decree Number HK.02.03/I/6190/2021 concerning Guidelines for Research and Community Service at the Ministry of Health's Polytechnic. This policy has been implemented since 2021. This study aims to analyze the relationship between policy implementation and the research performance of the Ministry of Health Polytechnic lecturers. This research is a quantitative study with a non-experimental design through a cross-sectional approach. Data collection techniques through surveys with questionnaire instruments, then strengthened by in-depth interviews and document review. The results showed that policy implementation had a significant relationship with research performance (p-value <0.05). Variable organizational structure and characteristics of implementing organizations are not related to lecturer research performance (p-value = 0.086); inter-organizational relationship variables, resource variables, and social, economic, and political environmental variables, are significantly related to lecturer research performance (p-value <0.05). Meanwhile, the variable disposition or attitude of the executors is the most dominant variable related to the research performance of lecturers at the Ministry of Health Polytechnic (AOR 1.443; 95% CI: 1.25 – 1.67). Even though based on the results of quantitative research there are variables that are not significantly related, but based on confirmation through in-depth interviews and review of documents all variables of policy implementation are related to research performance. The lack of lecturers' ability to manage time and produce research, the low commitment to updating Sinta's data, and the relatively small research budget, have the risk of causing low research performance. Therefore, the Directorate General of Health is expected to increase the research budget; encourage Poltekkes to become BLU; as well as preparing a training roadmap and building a research network. Poltekkes proactively complements derivative policies and provides assistance. Lecturers are also expected to be able to commit to placing research activities as a top priority; participate in socialization capacity-building activities as well as possible; increase capacity independently through multi-methods and multimedia, as well as discussion activities with fellow researchers; improve the quality of research and publications and be proactive in seeking other sources of funding outside of BOPTN.