

Analisis Adaptasi Dokter Spesialis Warga Negara Indonesia Lulusan Luar Negeri = An Analysis of the Adaptation of Indonesian Foreign-Trained Specialist Doctors in Hospitals

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Abstrak

Dokter spesialis dibutuhkan dalam penguatan layanan kesehatan spesialistik di Indonesia terutama penanganan penyakit dengan tingkat morbiditas dan mortalitas tinggi, namun masih terjadi disparitas di wilayah Indonesia. Upaya mengatasi isu tersebut, perubahan kebijakan program adaptasi dokter spesialis warga negara Indonesia lulusan luar negeri yang semula berbasis institusi pendidikan menjadi fasilitas pelayanan kesehatan. Implementasi program ini tentunya menjadi tantangan bagi dokter spesialis warga negara Indonesia lulusan luar negeri, dimana dokter spesialis tersebut harus memberikan layanan spesialistik kepada masyarakat sekaligus beradaptasi terhadap sistem layanan kesehatan di rumah sakit. Penelitian bertujuan melakukan analisis pelaksanaan adaptasi dokter spesialis warga negara Indonesia lulusan luar negeri di rumah sakit sebagai bentuk evaluasi terhadap implementasi program adaptasi di rumah sakit. Penelitian menggunakan metode kuantitatif dengan desain deskriptif serta kualitatif. Penelitian kuantitatif melalui pengisian kuesioner di 14 rumah sakit lokasi penempatan sesuai kriteria inklusi dengan responden dokter spesialis warga negara Indonesia lulusan luar negeri, pendamping, manajemen rumah sakit serta perawat. Penelitian kualitatif dilaksanakan di salah satu rumah sakit lokasi penempatan sesuai kriteria inklusi. Hasil penelitian menyarankan pengalaman dokter spesialis warga negara Indonesia lulusan luar negeri bekerja di rumah sakit Indonesia dapat mendukung pelaksanaan adaptasi berjalan dengan baik; perlu format pelaporan yang seragam bagi pendamping bagi dokter spesialis; Ketersediaan obat dan alat kesehatan di rumah sakit penempatan adaptasi penyediaan fasilitas tempat tinggal yang belum memadai menjadi hambatan dalam pelaksanaan adaptasi.

.....Specialist doctors are needed to strengthen specialist health services in Indonesia, especially in the treatment of diseases with high morbidity and mortality rates, but there are still disparities in Indonesia. Efforts to overcome this problem include changing the program's policy for Indonesian foreign-trained specialist doctors, originally based on educational institutions, to health service facilities. Implementing this program is certainly a challenge for Indonesian foreign-trained specialist doctors, where these specialist doctors must provide specialist services to the community while adapting to the health service system in hospitals. The study aims to analyze the implementation of the adaptation of Indonesian foreign-trained specialist doctors in hospitals as a form of evaluation of the implementation of the adaptation program. The study used a quantitative method with a descriptive and qualitative design. Quantitative research through filling out questionnaires at 14 hospitals where placements were carried out according to the inclusion criteria with respondents who were Indonesian foreign-trained specialist doctors, assistants, hospital management, and nurses. Qualitative research was carried out at one of the hospitals where placements were carried out according to the inclusion criteria. The results of the study suggest that the experience of specialist doctors who are Indonesian citizens who graduated abroad who work in Indonesian hospitals can support the implementation of adaptation to run well; the need for a uniform reporting format for assistants for specialist doctors; The availability of medicines and medical devices at home, the placement of health

facilities, and the provision of inadequate housing facilities are obstacles in implementing adaptation.