

## Evaluasi kompetensi dokter/dokter gigi pegawai tidak tetap (PTT) pasca pelatihan pratugas dalam penerapan manajemen puskesmas pada Puskesmas Kota Pekanbaru tahun 2003

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### Abstrak

Pelatihan Pratugas dokter/dokter gigi PTT merupakan program pelatihan prajabatan khusus, yang diselenggarakan oleh Bapelkes Pekanbaru. Pelatihan tersebut wajib diikuti oleh seluruh dokter umum maupun dokter gigi PTT yang akan melaksanakan masa bhakti. Didalam pelatihan pratugas ini dokter/dokter gigi PTT mendapatkan materi dasar, materi inti dan materi penunjang. Manajemen Puskesmas merupakan materi inti dari pelatihan ini dan dianggap yang paling penting dalam mencapai tujuan pelatihan. Pelatihan pratugas dokter/dokter gigi PTT yang dimulai sejak tahun 1992 di Balai Pelatihan Kesehatan Pekanbaru namun sampai saat ini pelaksanaan pelatihan yang dilakukan belum pernah dievaluasi pada saat pasca pelatihan sehingga tidak diketahuinya data tentang penerapan hasil pelatihan.

Penelitian ini dilakukan untuk memperoleh informasi tentang efektivitas pelatihan pratugas, kompetensi dokter/dokter gigi PTT yang meliputi pengetahuan, sikap dan keterampilan dalam pelaksanaan manajemen Puskesmas. Disamping itu untuk melihat peran serta dokter/dokter gigi PTT dalam manajemen Puskesmas serta hal - hal yang mendukung dan menghambat pelaksanaan manajemen Puskesmas oleh dokter/dokter gigi PTT.

Penelitian ini menggunakan pendekatan kualitatif melalui wawancara mendalam, observasi dan tes objektif terhadap informan dokter/dokter gigi PTT. Sebagai triangulasi sumber dilakukan wawancara mendalam dengan informan lainnya yaitu kepala Puskesmas, dokter Puskesmas, staf Puskesmas dan kepala seksi Puskesmas Dinas Kesehatan Kota.

*Pre-employment training for contracted doctor/dentist is a special pre-employment training program that held by Bapelkes (Health Training Center) of Pekanbaru City. The training compulsory obligation for all contracted doctor and dentist who will conduct their duty. In this pre-employment training, they obtain basic, core, and supporting subjects. Management for health center is a core subject in this training and the most important part to aim the objective of the training. Pre-employment training which started since 1992 in Bapelkes of Pekanbaru, have never been evaluated, so the data of training implementation result is still undiscovered.*

This study was conducted to obtain the information about effectiveness of the pre-employment training, competency of contracted doctor/dentist encompassing the knowledge, attitude, and skill in managing health center. Beside that, the study was conducted to know the participation of contracted doctor/dentist in management for health center and other things that supports and delays the implementation of management for health center.

This study used qualitative approach through in-depth interview, observation, and objective test with

contracted doctors and dentists. As source triangulation, it was conducted in-depth interview to other informants: the head of health center, health center doctor, health center staff, and head of center health division from Health Office of Pekanbaru City. Document tracing was also conducted to the tools of management for health center: document of health center level planning, health center mini workshop, and health center stratification. Data processing was made in matrix form that gained from transcript of in-depth interview and objective test result. Content analysis was conducted to analyze the contents according to topic and then conducted the identification became several topics.

The result of study showed that pre-employment training was very useful in supporting the task of contracted doctor/dentist in health center, particularly in implementing management for health center. The evaluation of doctor's/dentist's competency in management for health center showed the fairly result. The highest score was obtained by health center level planning followed by health center stratification and health center mini workshop. The attitude of contracted doctor/dentist showed positive attitude, which described by work discipline, leadership, teamwork, and initiative. Their skill in doing management for health center was good enough. It could be seen from their way in filling the forms of MP in PTP. Most of them could fill the forms well and completely. Most of doctor 1 dentist bad participate in management for health center : health center level planning, health center stratification, and health center month workshop.

It is recommended to the Health Office to review the implementation of management for health center accurately and the policy of implementation of health center mini workshop, and also to do capacity building for contracted doctor/dentist\_ Recommendation to the health center is to give the chance for contractor doctor/dentist participating in managing health center such as making job description, and giving technical assistance. It is also recommended to Bapelkes of Pekanbaru to review the curriculum of pre-employment training by coordinating with the Health Office and health center.

References: 45 (1989-2002)</i>