

HEALTH WORKER IN ASTAMBUL PUBLIC HEALTH CENTER BANJAR DISTRICT IN 2016

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Abstract -Public Health Centers (PHC) is a first level of health care facilities that responsible to organized individual health and public health efforts in their working area. Improving the quality of health services in Public Health Centers among others by improving the performance of health human resources in PHC. Astambul Public Health Center is a Public Health Center located in Banjar district, South Kalimantan. Astambul PHC has the human resources or staff of about 64 people consisting of 35 Civil Servants (CS), 14 Employees Variable Regions (EVR), and 15 people Voluntary Health Workers (VHW). This study used a qualitative approach, determination of the informant as the subject of this research is purposive sampling. The data collection was done by interview and documentation study. Instruments used in this research is in-depth interview guidelines. The variables of this study is the evaluation context, input, process and output of PHC implementation program (quantity, distribution, and quality) the implementation of human resource management.

Keywords: evaluation, human resource management, public health

I. INTRODUCTION

Human Resources (HR) is the basis of national development, therefore the quality of human resources must constantly be developed and directed in order to achieve the desired objectives. Human resources is an important factor for any organization, because without the human resources organizational aims and objectives will not be achieved as planned. Therefore the role of human resources is very important in any organization (Setiyono, 2015).

Implementation of health development refers to the National Health System (NHS) to 6 (six) subsystems, which are subsystems of human resources (HR) health with the aim that the availability of competent health human resources as needed, distributed fairly and equitably, and utilized optimally in support of health and development as a key element supporting other health subsystems. Health human resources is someone who is actively working in the health field who is formal educated or not in certain types require the authority to conduct health efforts. Health human resources role as planner, driving and at the same time as implementors in health development (Guspianto, 2012).

Human Resource Management (HRM) is the application of management functions for human resources, so it can be defined human resource management is the art of planning, organizing, directing, supervising the activities of human resources or employee, in order to achieve organizational goals (Notoadmojo S, 2009). Public Health Centers (PHC) is a first level of health care facilities that responsible to organized individual health and public health efforts in their working area. Improving the quality of health services in Public Health Centers among others by improving the performance of health human resources in PHC. (Kemenkes RI, 2009).

Astambul PHC is located in the district of South Kalimantan Banjar. Astambul PHC has the human resources or staff of about 64 people consisting of 35 Civil Servants (CS), 14 Employees Variable Regions (EVR), and 15 people Voluntary Health Workers (VHW). This study aims to determine the process of human resource management in Astambul Public Health Center, which includes the process of planning, organizing, implementing, and controlling the management of human resources in health centers.

II. MATERIALS AND METHODS

This study used a qualitative approach in Astambul PHC, Banjar district. The subject of this study consisted of two informants who are Head of Puskesmas Astambul and Head of Administration in Astambul PHC. Determination of the informants as the subject of this research is purposive sampling, with the consideration that the subject is a group of people who have the necessary information, is also a group of people who know most about the desired researchers and will allow researchers (Hidayat, 2010). The data collection was done by interview and documentation study. Instruments used in this research is in-depth interview guidelines. The variables of this study is the evaluation context, input, process and output of PHC implementation program (quantity, distribution, and quality) the implementation of human resource management.

III. RESULTS AND DISCUSSION

Based on the interview with the Head of Astambul PHC, that the system of planning and human resource management at the Astambul PHC is run based on the rules set by the government regulation including PP 30 in 1980, PP 53 in 2010 and PP 75 in 2014. In order to achieve the overall goals of health development, integrated and sustainable requires efforts to increase the quality and quantity of human resources and health is one indicator of the success of development in order to achieve health development goals. Building on the regulations in planning and managing health personnel and planning in accordance with existing regulations is expected to anticipate the uneven HR problems (Guspianto, 2012).

Related HR management planning at the Astambul PHC, the Head of Head of Astambul PHC already explained or described the duties and functions of each field and explained its setting in managing human resources based on existing regulations, it was drawn from the answers to the Head of Astambul PHC as below,

“There are so many rules that regulate it. So, in the civil service recently there was, eeee PP 30 in 1980, about concerning the discipline of civil servants, now it is updated to Regulation 53 of 2010 about civil servants. It binds, it is binding there. one of them which is how the working hours. The working hours is 37.5 hours in one week, when the schedule is full. But the effectiveness of 75%, 25%, isn't it? ”

In the system of human resources organizing in PHC, The Head of PHC set forth the rules that have been set in legislation. As of each part in the system of PHC organizations performing their duties and functions in accordance with their expertise. Development of health personnel can be done directly / actively by visiting the object being targeted coaching, and indirectly by performing the testing and analysis of organization training reports of health personnel by institutions that use / utilize health personnel. Development activities in an institution focused on the intake (input), process and output on the implementation of health manpower development that includes administrative, technical / substance, physical, and fostering professional ethics (Indonesia) (Ministry of Health, 2012). As for the management of health worker performance, the Head of PHC do a mini workshop held one to three months, as the following interview as below,

“There are mini-lok at PHC, mini lokakarya (workshop) divided into monthly and ee quarterly. So, in the mini monthly workshops ee such as in quarter one, one-time cooperation with the relevant sectors, so the entire head of the district, Namil, Police Chief, and all the Village Heads, Heads of

other institutions, such as family planning, extension agents, farms, we invite them, they gather here, that we deliver our program. So to explain in a sense, how ya, so to speak, one per person, I think they already know their duties. Because in the job description, it is clear description of their duties, such as nurses, yes it is clear like that”.

In an organization requires an implementation plan to design an activity, particularly in PHC activity, the forms of such planning is to conduct internal organization and monitoring of the PHC through the Mini Monthly Workshops / Quarter in PHC. This is done in order to improve health worker performance standards to the target at PHC. In addition, mini workshops used at this PHC to handle human resource obstacles faced by the HR of PHC. Human resource constraints in here is the distribution of officers stationed at the PHC not always correspond with the needs that exist in the health center so that if there is a shortage in a particular field then the existing power functioned efficiently. Thus, it is expected by the management system mini project can summarize information on the PHC activities in previous month, program performance, analyze the barriers and problems, can also be used to formulate alternative problem solving with expectations reached an agreement to carry out the work plan in the coming months (Depkes RI, 2012).

“There is no special reward. But there must have its services, for example, he went out, now he'll get it, but it set as well. If the punishment itself was right there in the rules. eg verbal warning first or SP1 (Warning Letter), continue to be asked, why did not he get in this instance without it. As in Regulation No 30 in 80 about discipline, it does not come to work six days in a row berturt was reprimanded. If PP 53, the accumulation, 48 days without a word is not present, out of the CS. It could also, for example, I no longer fit to work with men, and then i make a letter, throw into office”.

Based on the results of the interview above, is known that Astambul PHC giving awarded in accordance with existing regulations in PHC. In implementing and carrying out its function as a health worker, every organization, including PHC would provide rewards for those who carry out their duties and functions, both within and outside the PHC program, and punishment for noncompliance or work not in accordance with the duties and functions that have been assigned by the PHC. For Astambul PHC, based on interviews by the head of the health center, he said that to reward imposed by the health center in the form of services. Where the services provided to those carrying out other work outside working hours, but the work carried out such an order from the Department, such as the campaign for a program initiated by the Department of Health that requires power from the PHC do and run programs outside their working hours in PHC. And they get out of their payment. As for punishment, PHC Astambul refer to Regulation No. 30 1980 about work discipline. Where, one form punishment under PP 30, 1980, said that any employee who violates be given sanction or punishment. For the initial stage of infringement, usually the Head of Puskesmas give a verbal warning. Whereas furthermore, if it is still in violation, then the health workers concerned will be followed strictly. As an example, for officers who are not logged in for 48 days without a word, then the officer would be dismissed from his job as a civil servant (Peraturan Pemerintah RI, 1980).

For each recording and reporting the performance or work in PHC, Astambul PHC has been applied SP2TP (IRRS), as quoted in the interview the head of PHC explained.

“if we use SP2TP. SP2TP is registration and reporting system integrated of PHC. Then, it will managed by TU (administration). TU else distributes all its parts, eg MCH, nutrition, etc.

In order for each program at the PHC can be run in accordance with the existing provisions, it is necessary to do control human health worker in every program that is in the PHC. One form of control over human resources in health centers do Astambul by the head of the PHC is to coordinate existing officers in PHC, that is by selecting the person in charge of each field of service in the health center. Thus, control and monitoring can be done with effective and performance-related information officer at the health center through direct observation, oral and written reports can be obtained in an integrated manner. In the implementation of the above information system, the head of the Astambul PHC implement Integrated Recording and Reporting System (IRRS) as a written report which is managed by the TU. IRRS is a tool or instrument recording and reporting in PHC. SP2TP or PHC

Management Information System or SIMPUS is an institution of human and / or equipment that provide information to assist in the management of PHC achieve the target activity. As for purpose of the enactment IRRS among others: 1) As the guidelines for the Planning of the PHC Level (PPL) and the implementation of the main activities of health centers through mini workshops (minlok), 2) As a basis for monitoring and evaluation of health center services, and 3) To overcome various obstacles execution programs of PHC (Wibisono, 2012).

Based on the results of interviews conducted, it can be concluded that the implementation of human resource management in the Astambul PHC has been running accordance with the provisions of HR management in Puskesmas. However, in the process also faces several obstacles, so that Astambul PHC continues to strive to improve the management system of existing HR management.

CLOSING

Human resource planning and management system in Astambul PHC implemented based on rules set by government regulation. As for each part in the system of PHC organizations performing their duties and functions in accordance with their expertise. In each PHC program to control and monitoring can be done with effective and performance-related information officer at the health center through direct observation, oral and written reports can be integrated obtained. Implementing of HR management in the Astambul PHC has been running accordance with the provisions of HR management in PHC. However, in the process also faces several obstacles, so that PHC Astambul continues to strive to improve the performance management system available human resources management. Astambul PHC gives advices for the health center to improve the quality of human resources, especially human resources to manage the management system in the clinic in order to overcome the problems and constraints faced by the health center.

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