

HUBUNGAN TINGKAT PEMAHAMAN KARYAWAN TERHADAP VISI DAN MISI DENGAN PERILAKU KERJA DI UPT PUSKESMAS LAMONGAN

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ABSTRACT

The existence of vision and mission is necessary for each organization to determine the direction and the main goal of an organization including *puskesmas*. The higher understanding and the acceptance of *puskesmas* vision, the higher worker's commitment to make it happen. This research aims to analyze the correlation between the level of understanding upon vision and mission and the working behavior of *Puskesmas* Lamongan workers. This was a cross sectional study with quantitative approach. Sample size used in this research was 26 workers in *puskesmas induk*, 6 workers of *puskesmas pembantu*, 5 workers of *poskeskel*, and 6 workers of *poskesdes*. The sample obtained with stratified random sampling method. Data were analyzed with Spearman correlation test for the level of understanding except exemplifying and Chi Square test for exemplifying with $\alpha = 10\%$. The results showed that 51,2% workers have a high understanding of interpreting, 88,4% workers have a high understanding of exemplifying, 48,8% workers have a moderate understanding of classifying, 83,7% workers have a high understanding of summarizing, 62,8% workers have a high understanding of inferring, 62,8% workers have a moderate understanding of comparing, and 72,1 workers have a high understanding of explaining. Overall, 48,8% workers have a high understanding upon vision and mission. And 53,3% workers have a moderate performance behavior, 37,2% workers have a moderate dysfunctional behavior and 81,4% workers have a high OCB (Organizational Citizenship Behavior), so overall, 58,1% workers have a moderate working behavior. Even though there was an insignificant correlation between worker's understanding of vision and mission with working behavior ($p=0,838$), but there was a significant correlation between worker's understanding of mission and vision with working behavior in the level of explaining ($p=0,054$). It may conclude that there is an insignificant correlation between worker's understanding upon vision and mission with working behavior. To improve worker's understanding, socialization of the vision and mission need to be done to all the workers in *Puskesmas* Lamongan.

Keywords : level of understanding, vision and mission, working behavior.

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