

ABSTRACT

Relationship Of Organizational Support, Characteristics Of Organizational Culture And Characteristics Of Individu With Performance (Study in P2 Leprosy Program Unit in Indramayu District Public Health Center)

Public Health Center is the central for public health services, therefore the performance of Public Health Center (PHC) is very important to achieve the goal of health development. PHC has some health programs, such as P2 leprosy program. Performance of P2 leprosy program in Indramayu District PHC never reached the target that set by the government in the effort to eliminated leprosy, in achieving that target there were possibility influenced by some factors, such as organizational support and organizational commitment. The aim of this research was to analyze relationship of organizational support, organizational culture characteristic, work motivation, attitudes leprosy and organizational commitment with performance of P2 leprosy program in Indramayu District Public Health Center. Populations on this research are 49 units of P2 leprosy programs in Public Health Center. Sample was calculated with random sampling as much as 44 PHC. The result of this research showed there were significant relationship between organizational support and RFT, innovation culture and risk-taking with RFT, prevalence and defect level 2, attention to a detail culture with RFT, result orientation culture with RFT and proportion of children patients, people orientation culture with RFT, team orientation culture with RFT, aggressively culture with RFT, stability culture with RFT and prevalence, organizational support with RFT and prevalence, work motivation with RFT and defect level 2, attitude towards leprosy with RFT, prevalence, and defect level 2, and also organizational commitment with RFT, prevalence, and defect level 2. This research is expected to give recommendation to health department in managing human resources in Public Health Center in Indramayu District.

Key words: organizational support, organizational culture, leprosy program