

ABSTRACT

There was a recurrent outbreak of Chikungunya disease in the city of Kendari. From the year 1999 to 2001 the coverage of sanitation inspection by sanitation employees in Kendari was only at an average of 50% from a 100% target. To overcome the low coverage, the Public Health Centers (PHC) in Kendari needed qualified sanitation employees.

The purpose of this study was to analyze the influence of organization characteristic and job characteristic to the performance of sanitation employees in Kendari PHCs. The population was relatively small, therefore all population became the total sample. The variables were organization characteristic, job characteristic and job performance. Questionnaires and direct interviews were presented to 35 respondents. Carried out from May to June 2003, the subject of the study was sanitation employees of four PHC in Kendari.

The ordinal regression analysis were: 1) organization policy as part of organization characteristics, did not give influence to the performance of sanitation employees, while two other variables namely job description and the unity of command did give influence to the performance improvement of sanitation employees, 2) job characteristics consisted of job description, job intention and job interest obviously showed impact to the performance of sanitation employees and 3) the over all performance of sanitation employees was low.

The conclusion of the study showed that the low performance of sanitation employees in Kendari Public Health Centers was influenced by job description, the unity of command, job coverage, job intention and job interest.

nk **Key words:** performance, organization characteristic, job characteristic.

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