

## RINGKASAN

**Upaya peningkatan kualitas pelaksanaan imunisasi berdasarkan analisis karakteristik petugas kesehatan dan pelaksanaan fungsi manajemen program imunisasi (Studi kasus di Kabupaten Pamekasan)**

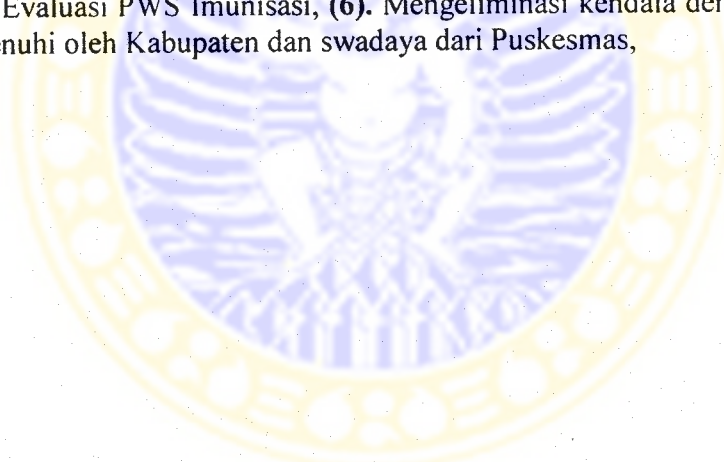
Latar belakang penelitian ini adalah cakupan program imunisasi sudah mencapai target (> 80%) tetapi kualitas pelaksanaan masih belum optimal yaitu dengan ditemukannya kasus polio karena *Vaccine Derived Polio Virus (VDPV)* sebesar 45,11 % dan karena *Virus Polio Liar (VPL)* sebesar 9,68% dari kasus *AFP* yang ditemukan di Kabupaten Pamekasan pada tahun 2005.

Penelitian ini secara umum bertujuan untuk menyusun upaya peningkatan kualitas pelaksanaan program imunisasi berdasarkan karakteristik petugas dan pelaksanaan fungsi manajemen program imunisasi. Dan secara khusus bertujuan untuk menganalisis karakteristik koordinator imunisasi Puskesmas, kemampuan Kepala Puskesmas dan koordinator imunisasi Kabupaten dalam pelaksanaan fungsi manajemen program imunisasi, menganalisis pelaksanaan fungsi manajemen program imunisasi di Kabupaten, menganalisis kendala dalam pelaksanaan fungsi manajemen program imunisasi serta menyusun upaya peningkatan kualitas pelaksanaan imunisasi berdasarkan analisis karakteristik petugas dan pelaksanaan fungsi manajemen program imunisasi

Rancangan penelitian ini adalah survey dengan pendekatan *cross sectional*. Lokasi penelitian di 20 Puskesmas dan Dinas Kesehatan Kabupaten Pengumpulan data dilakukan selama 2 bulan yaitu bulan Mei – Juni 2006 dengan responden koordinator imunisasi Puskesmas, Kepala Puskesmas dan koordinator imunisasi Kabupaten. Besar sampel sebanyak 42 orang, yang terdiri dari 20 orang koordinator imunisasi Puskesmas, 20 orang Kepala Puskesmas dan 2 orang koordinator imunisasi Kabupaten.

Hasil penelitian menunjukkan bahwa 1). Pengetahuan Koordinator imunisasi Puskesmas jelek dalam hal aspek medik yaitu gejala polio, pemberian polio pada anak diare dan dalam hal aspek manajemen yaitu strategi eradikasi polio, dan tujuan PWS imunisasi. 2). Pelatihan yang diterima oleh Koordinator imunisasi Puskesmas belum optimal, 3). Sikap Koordinator imunisasi Puskesmas dalam pelaksanaan fungsi manajemen program imunisasi adalah baik, 4). Motivasi Koordinator imunisasi Puskesmas rendah karena tidak ada penilaian prestasi kerja, tidak ada pengakuan atas hasil kerja, tidak ada kesempatan melanjutkan pendidikan, tanggungjawab berat, kebijakan yang kurang operasional, rendahnya insentif yang diterima dan kondisi kerja yang kurang mendukung, 5). Adanya beban kerja tambahan mengganggu tugas pokok dan fungsi sebagai koordinator imunisasi Puskesmas, 6). Koordinator imunisasi Puskesmas, Kepala Puskesmas dan Koordinator Imunisasi Kabupaten mampu dalam pelaksanaan fungsi manajemen program imunisasi, 7). Kualitas pelaksanaan imunisasi di Kabupaten Pamekasan belum optimal, dalam fungsi penggerakan pelaksanaan (P2), yaitu koordinasi, supervisi, akuntabilitas dan fungsi penilaian (P3) yaitu monitoring dan evaluasi. 8). Kendala yang dijumpai dalam pelaksanaan fungsi manajemen program imunisasi antara lain tidak adanya data riil dilapangan, sarana kurang, sasaran sering tidak datang dan kerjasama serta kepedulian lintas sektor kurang,

Dalam upaya peningkatan kualitas pelaksanaan imunisasi maka rekomendasi yang diberikan adalah sebagai berikut : **(1)**. Peningkatan pengetahuan coordinator imunisasi dengan cara : a).Penataan *job description*, b) *Updating* pengetahuan, **(2)**. Peningkatan motivasi coordinator imunisasi dengan cara : a). Pembagian insentif berdasarkan beban kerja, b). adanya pengaturan ruang kerja dan penambahan fasilitas, c). Perlu ada penilaian prestasi kerja, d).Perlu dibudayakan pemberian penghargaan, e). Dukungan dari Kepala Puskesmas dalam bentuk supervisi dan evaluasi. **(3)**. Mengoptimalkan fungsi Perencanaan (P1) program imunisasi dengan cara; a). Kepala Dinas dan Kepala Puskesmas harus lebih peka terhadap validitas data, b).Menyusun perencanaan harus melewati tahap-tahap perencanaan, **(4)**. Mengotimalkan fungsi Pergerakan pelaksanaan (P2) dengan cara : a). Pelaksanaan supervisi lebih optimal dengan cara : 1).Menyusun *check list* untuk supervisi, 2). Kepala Puskesmas dan Koordinator imunisasi Kabupaten pada waktu supervisi lebih banyak memberikan petunjuk tentang peningkatan kualitas pelaksanaan imunisasi, 3).Supervisi masalah manajemen program dilakukan oleh Kepala Puskesmas, sedangkan supervisi tehnis dilakukan oleh supervisor Dinas Kesehatan, 4).Supervisi secara terpadu dengan program lain, sehingga dana gabungan dapat digunakan untuk menambah frekuensi supervise, 5).Kepala Puskesmas dan Supervisor Kabupaten perlu dibekali ketrampilan berinteraksi agar materi dan tujuan supervisi dapat efektif, 2.).Membangun *networking* terutama dengan tokoh masyarakat. **(5)**. Mengotimalkan pelaksanaan fungsi penilaian (P3) dengan cara : a).Perlu penilaian kinerja dari Kepala Dinas terkait dengan program imunisasi, b).Kepala Puskesmas turut diundang saat Evaluasi PWS Imunisasi, **(6)**. Mengeliminasi kendala dengan cara :Sarana Prasarana dipenuhi oleh Kabupaten dan swadaya dari Puskesmas,



## SUMMARY

### **The Effort on the Increase Quality of Applying Immunization based on the characteristic of health officer and applying management function of immunization program (Case study in Pamekasan district)**

The background of this research is the fact that immunization program coverage is already in high number (80%) but the quality of the coverage still far from optimal condition, indicated by the findings of polio cases by *VDPV* 45,11% and *VPL* 9,68% from AFP case that founded in Pamekasan district in 2005.

The general objective of this study is to set an effort to increase quality of applying immunization based on the characteristics of health officer and applying management function of immunization program. The specific objective of this study is to analyze characteristics of immunization coordinator in Public Health Center, ability of head in Public Health Center and immunization program coordinator of the district in applying management function of immunization program, to analyze applying management function of immunization program and to analyze the problems in applying the function of immunization program management.

This is a cross-sectional descriptive study conducted from May to June 2006. The research location is all (20) of the Public Health Center in Pamekasan District and District Health office. The respondents are immunization program coordinator of Public Health Center, head in Public Health Service and immunization program coordinator of the district. The population samples are: 20 immunization program coordinator of Public Health Center, 20 head of Public Health Center and 2 immunization program coordinator of the district

The results of the study shows : 1) The coordinator of immunization program in Public Health Center do not fully understand in applying the function of immunization program management especially for medical and management aspect, 2). The training that they have already received still far from optimal, 3). The coordinator of immunization program in Public Health Center shows positive attitude, 4). The motivation of immunization program coordinator in Public Health Center still low because there are no performance appraisal, no recognition for job output, no chance to continue education, hard responsibility, the policy still no operational, the incentive that they had been received is low and the situation of working area is not conducive, 5). The added of work load is disturbed of job description, 6). Health officer are capable to do the function of immunization program management, 7). Quality of applying management function of immunization program still far from optimal condition, especially for function of actuating (P2) including coordination, supervision and accountability and function of controlling (P3) including monitoring and evaluation, 8). The problems in applying management function are there is no real data, the distribution device is low, the target did not come to the service point (posyandu) and the trans sector is less in attention.

Recommendations based on the researcher's analysis and the result of Focus Group Discussion (FGD) which result from strategic issue that is useful for the effort on the increase quality of applying Immunization are : (1). to increase of knowledge by : a). set up job description and b). update the immunization program management knowledge, (2).

to increase motivation by : a). giving work load based insentive, b). setting working area an adding fasilitas, c). performance appraisal, d).giving award to the good health officer, e). support, supervision and evaluation from head of Public health center, **(3)**. to optimize planning function (P1) by : a) the head of Dinkes and head of Public health center more sensitive about data validity, b).to set a planning must be pass step of planning, **(4)** to optimize actuating function (P2) that are : a). More optimal supervision are 1). perform based on the check list, 2).head of public health center and the coordinator of immunization program in their supervision give more direction about quality improvement of immunization, 3). to solve problem of manajemen by head of Public health center and problem of immunization technic by supervisor from district, 4).being integrated with other program so it's possible to add frequency of supervision and 5).Head of Public Health center and district supervisor are needed to be given public relation skill to make supervision material and its goal can be effective, b). To build networking especially with tokoh masyarakat. **(5)**. to optimaze of controlling function (P3) are performance appraisal of immunization program from head of Dinkes, Head of Public health center are invited in PWS immunization evaluation meeting, **(6)**. To eliminir handicap are completely facility of immunization by inas Kesehatan and swadaya Public health center.



## ABSTRACT

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keyword : immunization, quality of applying, increase