

## RINGKASAN

Jurusan kebidanan Mataram merupakan salah satu jurusan yang berada di politeknik kesehatan Mataram yang mempunyai tugas dan fungsi menyelenggarakan pendidikan Diploma III kebidanan, berpedoman pada kurikulum Dep. Kes RI Tahun 2002. Saat ini pelaksanaan pendidikan di jurusan kebidanan Mataram tidak didukung perencanaan pengembangan sumber daya manusia yang komprehensif, terutama pengembangan sumber daya dosen. Kenyataan yang terjadi sampai saat ini jurusan kebidanan Mataram bahwa tenaga dosen masih kurang dan belum memenuhi standar normatif sesuai Keputusan Menteri Kesehatan dan Kesejahteraan Sosial Nomor 43/Menkes-Kesos/SK/I/2001 tentang standar kualifikasi dosen tetap di jurusan kebidanan Mataram. Dari 6 orang dosen tetap, 3 orang memiliki latar belakang pendidikan Diploma III Kebidanan, 3 orang latar belakang pendidikan S1 pendidikan. Berkaitan dengan masalah tersebut, maka rencana pengembangan tenaga dosen jurusan kebidanan Mataram merupakan suatu hal yang penting dalam rangka meningkatkan mutu pendidikan.

Rancangan penelitian ini merupakan penelitian survey yang dilaksanakan di lokasi institusi politeknik kesehatan Mataram jurusan kebidanan Nusa Tenggara Barat. Sumber informasi dalam penelitian ini terdiri dari kelompok manajemen, dosen tetap, dan mahasiswa jurusan kebidanan Mataram semester I, III, dan V. Unit analisis adalah jurusan kebidanan Mataram. Sumber informasi untuk kelompok manajemen 4 orang, 6 orang dosen tetap, dan mahasiswa 40 orang yang diambil secara *Simple Random Sampling*. Pengambilan data melalui cara *In Depth Interview* dengan menggunakan kuisisioner. Variabel penelitian adalah (1) jumlah tenaga dosen, (2) kualifikasi tenaga dosen dengan sub variabel pendidikan keprofesian, pengalaman mengajar, pekerti/akta mengajar, pelatihan keprofesian, (3) beban kerja dosen dengan sub variabel perkuliahan, praktikum, dan kerja lapangan, (4) harapan mahasiswa terhadap kemampuan dosen dengan sub variabel membimbing praktikum di kelas, di laboratorium dan di lapangan, design evaluasi, penggunaan media PBM, menguasai metode PBM. Data yang diperoleh kemudian ditabulasi sesuai kebutuhan dengan analisis diskriptif menggunakan tabel frekuensi, dan hasil yang diperoleh dalam bentuk presentasi beserta standar normatifnya, yang selanjutnya akan menjadi topik yang dibahas dalam *Fokus Group Discussion* (FGD) hasil penelitian yang didapat pada bab 5 berupa jumlah dosen masih kurang, kualifikasi jenjang pendidikan dosen

belum memenuhi standar, beban kerja dosen melebihi standar normatif, dan harapan mahasiswa terhadap kemampuan dosen belum terpenuhi. Dari hasil ini menjadi isu strategis dan menjadi topik yang dibahas dalam FGD. Pembahasan dari *Focus Group Discussion* (FGD) dijadikan sebagai rekomendasi rencana pengembangan tenaga dosen di politeknik kesehatan Mataram jurusan kebidanan.

Kesimpulan dari penelitian ini adalah dosen hendaknya senantiasa mengasah dan meningkatkan kemampuan pengetahuan, ketrampilan dan sikap, serta selalu menambah wawasan dengan hal-hal yang bisa memperkaya dan meningkatkan kemampuannya dalam mengelola kegiatan proses pembelajaran sehingga pada akhirnya mutu lulusan akan menjadi meningkat yang pada akhirnya akan meningkatkan mutu pendidikan.

## SUMMARY

### **Staff Development Plan at the Mataram Midwivry Department in an Effort for the Improvement of the Quality of Education**

Siti Aisyah

The Mataram Midwivry Department is a division of the Mataram Health Sciences Polytechnic which task and function is to implement an Advanced Diploma education program in nursing in compliance to the 2002 Republic of Indonesia Health Department curriculum. To-date, the implementation of education programs at the Mataram Health Sciences Polytechnic has not been collaborated by a comprehensive human resources development program, particularly in pertaining to the teaching staff. As a matter of fact, the predominant condition at the Mataram Midwivry Department has been one of a stagnant number of full-time teaching staff and of lacking teaching staff qualifications which has not yet complied to the normative standard set by the Health and Social Welfare Ministry Decree Number 43/Menkes-Kesos/Sk/1/2001 regarding the Mataram Midwivry Department full-time teaching staff qualifications standards. Of the six member teaching staff, three were of Advanced Diploma in nursing qualifications and three were of baccalaureate qualifications.

Addressing the mentioned issue, a draft for the development of teaching staff at the Mataram Midwivry Department is essential to the Mataram Midwivry Department as an effort for the improvement of the quality of education. Moreover, to achieve competitive advantage, a proper draft for the development of teaching staff constitutes to quintessential first step toward the proper achievement of both the long-term and short-term organizational goals of an educational institution.

This research was a survey conducted on location at the West Nusa Tenggara Mataram Health Sciences Polytechnic Midwivry Department. Its design was descriptive, with sources of information for the research consisting of the management, full-time teaching staff, and 1<sup>st</sup>, 3<sup>rd</sup>, and 5<sup>th</sup> semester members of the Mataram Midwivry Department student body, where the Mataram Midwivry Department was the unit being analyzed. The number of respondent for each information sources were four from the management, six from the full-time teaching staff, and forty were simple random sampled from the student body. Data were collected via an in-depth interview utilizing questionnaires. The research variables were the number of teaching staff, the qualifications of the teaching staff with their professional educational background, experience, conduct, and professional training being the sub-variable, the workload with teaching, practicum, and field work being the sub-variable, and the teaching staff competence with the in class, laboratory, and field practicum tutorship, evaluation design, Teaching-Comprehension Process utilization, and Teaching-Comprehension Process method mastery being the sub-variable. The collected data were then tabulated according to necessity via a

descriptive analysis utilizing a frequency table resulting in a presentation accompanied by their respective normative standard which were then to serve as a topic for a Focus Group Discussion on the research result contained in chapter five where the number of teaching staff is stated to be lacking, the educational qualifications of the teaching staff is stated to be below standard, the workload of the teaching staff is stated to be in excess of the normative standard, and the competence of the teaching staff is stated to be below the standards of the student body. Grounded on this result, a strategic issue is derived and serves as the topic for a Focus Group Discussion. Results of the Focus Group Discussion ultimately serves as a recommendation for a draft for the development of teaching staff at the Mataram Health Sciences Polytechnic Midwivery Department.

The conclusion of this research is that university level instructor should always sharpen and enhance their knowledge, skill and attitude, and also always add their insight with things which can enrich and increase their ability in managing learning process activity until finally quality of graduates will increase which in the end will increase the education quality.

## **ABSTRACT**

### **Staff Development Plan at the Mataram Midwifery Department to Improve the Quality of Education**

**Siti Aisyah**

The objective of the research was to create staff development plan for five years at Mataram Midwifery Department (MMD).

This research was a survey conducted on location at the West Nusa Tenggara Mataram Health Sciences Polytechnic Midwifery Department. The research design was descriptive, with sources of information for the research consisting of the management, teaching staff, and student the MMD was the unit being analyzed. The sampling technique was simple random sampling, data were collected by using in-depth interview technique. The research variables were the number of teaching staff, the qualifications of the teaching staff, work load, and capability.

The research results revealed that the number of teaching staff was stated to be lacking, the educational qualifications of the teaching staff was stated to be below standard, the workload of the teaching staff was stated to be in excess of the normative standard, and the competence of the teaching staff was stated to be below the standards of the student body. Results of the FGD ultimately served as a recommendation for a draft for the development of teaching staff at the Mataram Health Sciences Polytechnic Midwifery Department.

The conclusion of this research is that university level instructor should always sharpen and enhance their knowledge, skill and attitude, and also always add their insight with things which can enrich and increase their ability in managing learning process activity until finally quality of graduates will increase which in the end will increase the education quality.

**Key words:** education quality, staff development plan.