

ABSTRACT

Strategy of Main Program Coverage Improvement Based on Team Effectiveness Analysis, Work Attitude and Job Performance in Community Health Center in Gresik District

According to *Kepmenkes* No. 128 year 2004, there are two efforts needed to implement Community Health Center function. The efforts are primary health care and developed health care. The number of health center programs which had main program coverage to both categories was 62.51% in Gresik District in 2010 until 2011. The purpose of this research was to develop a strategy to improve the main program coverage of Community Health Center based on team effectiveness analysis, work attitude, and job performance of Community Health Center in Gresik District. This was an analytic observational research with cross-sectional design. This research was conducted from March to July with work unit of main program of Community Health Center in Gresik District as the population. The sample was 90 work units taken by stratified random sampling. The results showed that the team effectiveness work units included in the category of lowest-rated enough on the dimensions of open and honest communication. Work attitude of work units included in the category of moderate with sub variable organizational commitment as the lowest-rated. Job performance of work units included in the category of moderate with OCB especially conscientiousness as the lowest-rated. The statistic analysis showed that main program coverage was affected by team effectiveness ($p: 0,004$; $B: 0,592$), work attitude ($p: <0,001$; $B: 0,449$) and job performance ($p: 0,002$; $B: 0,559$). The improvement of main program coverage can be done by increasing team effectiveness, work attitude and job performance.

Keywords: team effectiveness, work attitude, job performance, main program coverage