

## ABSTRACT

### **Effect Analysis of Structural Empowerment and Psychological Empowerment on Health Program Performance Achievement**

The performance of the tuberculosis eradication and control (P2TB) program at the Puskesmas Sampang Regency has not yet reached the minimum standards on the National level so it is necessary to study the empowerment of the P2TB program management team in the local area. This research aimed to analyze the influence of structural empowerment (SE) and psychological empowerment (PE) on the performance of P2TB program implementer team at Puskesmas in Sampang District. Design of their study was cross sectional approach. The unit of analysis is the P2TB program implementer team at Puskesmas. The sample size was calculated using proportional stratified random sampling technique and obtained 20 of P2TB program implementer team at Puskesmas. The measurement of structural empowerment and psychological empowerment variables was conducted using a closed questionnaire. Linear regression test was used to know the level of influencing between structural empowerment and psychological empowerment, to the performance of the P2TB program implementer team. Results showed that there was a significant and positive influence between structural empowerment and psychological empowerment influences performance of the implementing team of P2TB program. Influence of structural empowerment to performance of implementor teams of P2TB program was accounted with  $p$  value = 0.030 and  $b$  value = 0.307. Influence of psychological empowerment to performance of P2TB program implementor teams was accounted is  $p$  value = 0.0001 and  $b$  value = 0.686. Influence of structural empowerment and psychological empowerment to resulted performances of P2TB programs implementer are not significant affected. It was proved with  $p$  value = 0.772 and  $b$  value = 0.126 of structural empowerment, meanwhile for psychological empowerment show  $p$  value = 0.049 and  $b$  value = 0.445. This study concluded that the higher structural empowerment tends to affect of psychological empowerment that is felt by each member of the P2TB programs implementor team in the Puskesmas positively. A good perception of structural empowerment and psychological empowerment will contribute to team performance.

Keywords: structural empowerment, psychological empowerment, Public Health Centre, tuberculosis eradication and control program, team performance.

## ABSTRAK

**Analisis Pengaruh *Structural Empowerment* dan *Psychological Empowerment* Terhadap Pencapaian Kinerja Program Kesehatan**

Kinerja program Pemberantasan dan Pengendalian Tuberkulosis (P2TB) masih belum mencapai standar minimal yang ditetapkan di tingkat Nasional sehingga perlu dilakukan studi tentang keberdayaan dari tim pengelola program P2TB di wilayah setempat. Tujuan penelitian ini adalah untuk menganalisis pengaruh *structural empowerment* (SE) dan *psychological empowerment* (PE) terhadap kinerja tim pelaksana program P2TB Puskesmas di Wilayah Kabupaten Sampang. Studi yang dilakukan adalah penelitian observasional analitik dengan pendekatan *cross sectional*. Unit analisis adalah tim pelaksana program P2TB di Puskesmas. Besar sampel dihitung menggunakan teknik *proportional stratified random sampling* dan diperoleh 20 tim pelaksana program P2TB di Puskesmas. Pengukuran variabel *structural empowerment* dan *psychological empowerment* dilakukan menggunakan kuesioner tertutup. Uji regresi linier digunakan untuk mengetahui tingkat pengaruh antara *structural empowerment* dan *psychological empowerment*, terhadap kinerja tim pelaksana program P2TB. Hasil penelitian menunjukkan bahwa ada pengaruh yang signifikan dan positif antara *structural empowerment* dan *psychological empowerment* terhadap kinerja (proses) tim pelaksana program P2TB. Pengaruh antara *structural empowerment* terhadap kinerja tim pelaksana program P2TB dengan nilai  $p=0,030$  dan  $b=0,307$  sedangkan untuk *psychological empowerment* adalah  $p=0,000$  dan  $b=0,686$ . Pengaruh antara *structural empowerment* dan *psychological empowerment* terhadap kinerja (hasil) tim pelaksana program P2TB tidak berpengaruh secara signifikan. Dibuktikan dengan nilai  $p=0,772$  dan  $b=-0,126$  *structural empowerment* sedangkan *psychological empowerment* dengan nilai  $p=0,049$  dan  $b=0,445$ . Hasil penelitian ini menyimpulkan bahwa semakin tinggi *structural empowerment* dari lingkungan kerja cenderung berdampak positif pada *psychological empowerment* yang dirasakan oleh setiap anggota tim pelaksana program P2TB di Puskesmas. Persepsi tentang *structural empowerment* dan *psychological empowerment* yang baik memberikan kontribusi terhadap kinerja tim.

Kata Kunci: *structural empowerment*, *psychological empowerment*, Puskesmas, Program P2TB, kinerja tim.