

## ABSTRACT

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### **CORRELATION BETWEEN COMPENSATION AND CADRE'S SKILLS WITH INTEGRATED SERVICE POST REPORTING ACCURACY IN MANGKANG PUBLIC HEALTH CENTRE'S REGION IN SEMARANG 2010**

(xv + 63 pages + 12 tabels + 2 pictures + 7 attachments)

The reporting of Integrated Service Post activities result had to be made and given to at least one week after the activity to the village office. The pilot study's result shows that the average of Integrated Service Post reporting in Mangkang Public Health Centre work region is 30% overdue. Performance is a demonstration of the work of personnel both in quantity and quality in some organization. One of the Integrated Service Post cadre's performances is Integrated Service Post reporting accuracy in the village. According to Gibson, there are three factors which affecting the performance such as individual, organizational and psychological factors whereas compensation and skills are included. The purpose of this research is to know the correlation between compensation and cadre's skills with Integrated Service Post reporting accuracy in Mangkang Public Health Centre region.

This research is an Explanatory Research with Cross Sectional Study Design. The analysis units are 26 Integrated Service Posts with 26 active cadres from those Integrated Service Posts as samples. The data's gathering are by interview based on the questioner. The analysis for variables correlation is using Chi Square ( $\alpha$  0,05) correlation analysis.

The statistical results shows that there is no relation between compensation with Integrated Service Post reporting accuracy (p value 1,000) and there is relation between cadre's skills with Integrated Service Post reporting accuracy (p value 0,002).

They need to increase the skills in Integrated Service Post reporting through guidance, mentoring, and training by Public Health Centre and district officers, increase their motivation by giving another form of rewards which is beneficial for cadres, which most of them are housewife, by the RW and village, the appreciation of the organized administration/year organized by municipality and the importance of the PKK and RW involvement in managing Integrated Service Post reports.

Keywords : compensation, skills, Integrated Service Post reporting

Literatures : 36 books, 1990 - 2007

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## ABSTRAK

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### **HUBUNGAN ANTARA PEMBERIAN KOMPENSASI DAN KETRAMPILAN KADER DENGAN KETEPATAN PELAPORAN POSYANDU DI WILAYAH PUSKESMAS MANGKANG SEMARANG 2010**

(XV + 63 hal + 12 tabel + 2 gambar + 7 lampiran)

Pelaporan hasil kegiatan posyandu harus dibuat dan diserahkan paling lambat 1 minggu setelah kegiatan posyandu ke Kelurahan. Hasil survey awal menunjukkan bahwa pelaporan posyandu di wilayah kerja Puskesmas Mangkang rata-rata 30% tidak tepat waktu. Kinerja adalah penampilan hasil kerja personel baik kuantitas maupun kualitas dalam suatu organisasi. Salah satu kinerja dari kader posyandu adalah ketepatan pelaporan posyandu di Kelurahan. Menurut Gibson ada 3 faktor yang mempengaruhi kinerja yaitu faktor individu, organisasi, dan psikologis dimana termasuk diantaranya adalah kompensasi dan ketrampilan. Tujuan penelitian ini adalah mengetahui hubungan antara pemberian kompensasi dan ketrampilan kader dengan ketepatan pelaporan posyandu di Wilayah Puskesmas Mangkang.

Jenis penelitian ini adalah *Explanatory Research* dengan pendekatan *Cross Sectional*. Unit analisis adalah 26 posyandu dengan sampel penelitian 26 kader aktif dari posyandu tersebut. Pengumpulan data dilakukan dengan wawancara berdasarkan kuesioner. Uji hubungan variabel penelitian menggunakan uji korelasi *Chi Square* ( $\alpha$  0,05)

Hasil uji statistik menunjukkan tidak ada hubungan antara pemberian kompensasi dengan ketepatan pelaporan posyandu ( $p$  value 1,000) dan ada hubungan antara ketrampilan kader dengan ketepatan pelaporan posyandu ( $p$  value 0,002).

Perlunya adanya peningkatan ketrampilan dalam pelaporan posyandu melalui bimbingan, pendampingan, dan pelatihan oleh petugas puskesmas dan kelurahan, adanya peningkatan motivasi melalui bentuk penghargaan lain yang bermanfaat bagi kader yang sebagian besar adalah ibu RT oleh RW dan kelurahan, adanya penghargaan atas tertib administrasi/tahun yang diselenggarakan oleh kelurahan dan pentingnya keterlibatan PKK dan RW dalam menata pelaporan posyandu.

Kata kunci : kompensasi, ketrampilan, pelaporan posyandu.

Pustaka : 36 halaman, (1990-2007)