Resource Factor Analysis with Performance of Ponkesdes Nurses in Mojokerto District

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Article Information	Abstract

Ponkesdes is a pioneer in healthy development and plays an important role in the implementation of the Healthy Indonesia program. It is critical to examine the performance of nurses to maintain and improve the quality of health services at ponkesdes. The good performance of Ponkesdes nurses is a bridge in answer the guarantee of the quality of health services provide to patients both sick and healthy. In this case, the author tried to analyze organizational factors with the performance of ponkesdes. The research method was quantitative. The type of the research was a correlations study and used a correlational cross-sectional design. The population in this study was nurses who worked in Ponkesdes. The population in this study was taken from 19 sub-districts. There were 27 Puskesmas with 211 Ponkesdes Nurses. The sampling was carried out using the probability sampling method through a simple random sampling technique, from 211 Ponkesdes, we took 170 Ponkesdes randomly. The data analysis used univariate (a form of categorical data, which was carried out on careful variables), bivariate (Chi-Square), and Multivariate (regresi logistic tests). The results of the binary logistic regression test obtained a significant value ($p = 0.00; = 0.05$) which meant that there was a significant correlation between human resources, rewards, leadership, job design, and job structure with the performance of Ponkesdes nurses in Mojokerto Regency. The results of the logistic regression test showed the factor most related to the performance of the ponkesdes nurses in Mojokerto Regency was leadership with the value of Exp (B) = 15.379. The results of the study can be used by ponkesdes nurses in conducting nursing interventions to improve the quality of nursing services through organizational management.

INTRODUCTION

The Healthy Indonesia Program with a Family Approach is a national program in an effort to tackle health problems that are a national priority. These priority health problems include: decreasing maternal and infant mortality, decreasing the prevalence of stunting, communicable disease prevention, and non-communicable disease prevention (Ponkesdes Guidelines, 2019).

The development of Ponkesdes in East Java from its initial formation in 2010 to the end of 2020 has increased by 72.3% from the number of polindes. At the end of 2020, there were 3,213 Ponkesdes nurses from 4,413 polindes in each kelurahan in 27 cities/districts. From these data, there is an increase in the level of health services in East Java, bringing health services closer to the community in the village to the maximum (Ferliana, 2020).

The results of the monitoring survey and evaluation of the ponkesdes kabupaten Mojokerto in 2020 there is a percentage of family visits in the KOPIPU (Door to Door Counseling) program in Mojokerto Regency which is 9.35% of the target and a performance assessment is obtained, namely 53.55% of Ponkesdes that carry out administration and management, 100% of Ponkesdes have been fulfilled. human resources and 62.96% carried out the health service process at the Ponkesdes well.

In achieving the KOPIPU program (Door-to-door Counseling) Ponkesdes experienced the first technical obstacles, namely the lack of socialization related to KOPIPU activities, due to the Covid Pandemic so that implementation could not be maximized, there were several activities that took place at the same time as the Puskesmas such as traching, BIAS, etc. so that it cannot be done, there is no format for nursing care for patients, non-technical constraints of inadequate infrastructure, the standard salary of Ponkesdes officers is still below the 2020 District Minimum Wage (UMK). Ponkesdes in Mojokerto Regency has been implemented since 2010 after the governor's regulation was issued. At the end of 2020 in Mojokerto Regency, there were 211 Ponkesdes nurses from 304 villages (Health Office of Mojokerto Regency, 2020).

(Mahooti, Vasli, and Asadi 2018) in Norway said that family-centered nursing services or family center nursing is one of the most important indicators of high-quality nursing services. The behavior and commitment of organizational members can improve the quality of health services. Therefore, family-centered nursing services as an indicator of high-quality nursing services can be improved through increasing organizational membership behavior and organizational commitment among nurses. defines performance as the result of work-related to organizational goals such as quality, efficiency, and other work effectiveness criteria (Gibson, 2011).

In scientific studies, a concept is needed that can be applied to solve existing problems. Improving the performance of Ponkesdes nursing is very much-needed for Ponkesdes nurses so that there is a development of the quality of health services in the community. In this case, the author tries to analyze the factors that affect the performance of the ponkesdes focusing on organizational factors.

METHOD

The type of the research was a correlations study which is a study of the correlation between two variables in a situation or group of subjects. This study used a correlational design in the form of a cross-sectional. The sampling technique in this study used probability sampling with a simple random sampling technique. From a total population of 211 ponkesdes nurses' samples were taken using the slovin formula. The number of the samples in this study was 170 people according to the inclusion criteria and exclusion criteria. The inclusion criteria were Nurses who live in Ponkesdes in Mojokerto Regency, had experience in Ponkesdes for at least 2 years, Ponkesdes nurses who got a Regent's Decree. The exclusion criteria where the nurse was on leave at the time of the study, the nurse which was on an official trip, and subjects who could not be contacted and could not be found.

The questionnaire source used model theory by Gibson in research (luluk,2018). The instrument in this study had previously been tested for validity & reliability at the Mojokerto District Health Center on 07-08 August 2021. The questionnaire was given to 20 nurses, all items of the questionnaire statement were analyzed with the Pearson Product Moment correlation test and the Crombach alpha test and were declared valid and reliable.

Before collecting data at Ponkesdes in Mojokerto Regency, this research was conducted

with an ethical review No: 27/KEPK-RSWH/EA/2021. Data collection in this study lasted 1 (one) month, from October 01 to October 20, 2021, at 27 Mojokerto District Health Centers. After collecting data, the research results were tested using univariate, bivariate, and multivariate tests with logistic regression.

RESULTS

Table 5.1 shows that of the 170 ponkesdes nurse respondents aged 26-45 years, 88.2%. Gender is mostly female, namely 68.8%. The education level of most of them is D3 Nursing, 61.8%, and 94.1% are married or have family status. The length of work is mostly over 5 (five) years, namely as much as 50.0%, based on the staffing status of the Ponkesdes nurses as much as 100%, namely non-ASN.

Table 5.2 Nurses have a good perception of organizational factors as a whole 83.4% while the remaining 16.6% of nurses stated that organizational factors were still lacking. Organizational factor sub-variables include mostly good human resources (85.3%) rewards (72.4%), leadership (89.4%), job design (84.7%), and the organizational structure is perceived by nurses (72, 7%).

Table 5.3 shows that on average (78.2) of nurses have good performance and (21.8%) have poor performance.

Table 5.1: Characteristics of Respondents based on age, gender, education, length of service as a nurse at the Ponkesdes Mojokerto Regency

No.	Characteristics of Respondents	Jumlah	
		n	%
	Age		
1	< 25 years old	20	11,8
	26 – 45 years old	150	88,2
	> 45 years	0	0
	Total	170	100,0
	Gender		
2	Female	117	68,8
	Male	53	31,2
	Total	170	100,0
	Education		
3	Diploma (III)	105	61,8
	S1 Nursing	65	38,2
	Amount	170	100,0
	Marital Status		
4	Married	160	94,1
	Not married	10	5,9
	Amount		100,0
	Length of work at Ponkesdes		
5	5 years	42	24,7
	> 5 years	85	50,0
	> 10 years	43	25,3
	Amount	170	100,0
	Employment Status		
8	Non-PNS	170	100,0
	civil servant	0	0
	Amount	170	100,0

Tabel 5.2: Distribution of the Performance Frequency of Ponkesdes Nurses in Mojokerto Regency

No.	Ponkesdes Nurse Performance	N	%
1	Good	133	78,2
2	Not enough	37	21,8
	Total	170	100

Table 5.3 Distribution of Human Resources Factor with Performance of Ponkesdes Nurses in Mojokerto Regency

No.	Analysis Factors	Responden Answer				Total	
		Good		Not Enough			
		n	%	n	%	N	%
1	Human Resources	145	85,3	25	14,7	170	100

DISCUSSION

The analysis of the correlation between human resources and the performance of ponkesdes nurses showed that from 145 respondents who perceive good Human Resources are good performance as many as 125 (94.0%) compared to 20 (54.1%) poor performance, while from 25 respondents who is perceive Human Resources are lacking with good performance as many as 8 (6.0%) while those with poor performance are 17 (45.9%).

According to (Berry, Mirabito, and Baun n.d. 2010) said in this modern era, organizations compete in the global market. The health sector of a country has a significant influence on the economy and overall health of the nation. There is a growing recognition of the health of nurses in the workplace and their impact on the productivity and effectiveness of nurses which ultimately leads to the performance of health care organizations. The concept of internal services has emerged as one of the most important principles

According to (Abdullah, Ivascu, and Riaz 2021) said the attitude and behavior of the nursing staff is very important to determine patient satisfaction and have a competitive advantage for any health care organization. This study is set to investigate the effect of internal service quality (ISQ) on nurses' job satisfaction, employee commitment, welfare, and job performance in Pakistan's healthcare sector. Furthermore, this study also examines the mediating role of nurses' welfare in the correlation between job satisfaction and commitment to their job performance.

The results of the questionnaire tabulation concluded that ponkesdes nurses in Mojokerto Regency who were given opportunities such as career development and performance management scored higher than leaders who ensured working conditions and empowered ponkesdes nurses to improve quality. Therefore, in improving the performance of ponkesdes nurses in Mojokerto Regency, the need for Human Resource Development (HR) is to help employees develop personal and organizational skills, knowledge, and abilities. Human Resource Development includes opportunities such as training for ponkesdes nurses, career development in ponkesdes, performance management, mentoring, planning, identification of ponkesdes nurses' performance, and organizational development.

CONCLUSION

The results of this study concluded the Mojokerto Regency Ponkesdes nurses had good performance, Mojokerto Regency Ponkesdes nurses had good organizational management, there was a significant correlation between human resources and the performance of Mojokerto Regency Ponkesdes nurses.

SUGGESTION

Suggestions that can be given to the government are the need for policies make ponkesdes a national program, namely One Village One Nurse (OVON), it is necessary to carry out a strict nurse selection process by providing accurate information about things that should and should not be done as well as rewards and sanction.

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