

Abstrak

Penelitian ini bertujuan untuk mengevaluasi kinerja bidan dan menganalisis faktor determinan dalam implementasi Skrining Hipotiroid Kongenital (SHK) di Puskesmas Balai Jaya. Penelitian menggunakan metode kualitatif dengan pendekatan deskriptif. Pengumpulan data dilakukan melalui wawancara mendalam dan observasi terhadap 16 responden yang terdiri dari bidan dan tenaga kesehatan terkait. Variabel yang diteliti meliputi masa kerja, beban kerja, sikap kerja, dan kinerja bidan dalam pelaksanaan SHK.

Hasil penelitian menunjukkan bahwa pelaksanaan SHK di Puskesmas Balai Jaya secara umum telah berjalan cukup baik. Masa kerja memengaruhi pemahaman prosedur dan keterampilan bidan dalam pelaksanaan SHK. Beban kerja yang tinggi menjadi kendala karena banyaknya tugas pelayanan yang harus dilakukan secara bersamaan. Sikap kerja bidan yang positif ditunjukkan melalui rasa tanggung jawab, dukungan terhadap program, dan komitmen dalam menjalankan pelayanan SHK. Selain itu, masih ditemukan beberapa hambatan seperti keterbatasan tenaga kesehatan, tingginya beban pelayanan, dan kurangnya pemahaman masyarakat mengenai pentingnya SHK.

Kesimpulan penelitian ini menunjukkan bahwa implementasi SHK dipengaruhi oleh masa kerja, beban kerja, dan sikap kerja bidan. Oleh karena itu, diperlukan peningkatan pelatihan, pembagian beban kerja yang lebih efektif, serta penguatan edukasi kepada masyarakat guna meningkatkan kualitas pelaksanaan SHK di Puskesmas Balai Jaya.

Kata kunci: Kinerja bidan, Skrining Hipotiroid Kongenital, masa kerja, beban kerja, sikap kerja.

Abstract

This study aimed to evaluate midwives' performance and analyze determinant factors in the implementation of Congenital Hypothyroid Screening (CHS) at Balai Jaya Public Health Center. This research used a qualitative method with a descriptive approach. Data were collected through in-depth interviews and observations involving 16 respondents consisting of midwives and related health workers. The variables studied included work period, workload, work attitude, and midwives' performance in implementing CHS.

The results showed that the implementation of CHS at Balai Jaya Public Health Center had generally been carried out quite well. Work period influenced midwives' understanding of procedures and skills in implementing CHS. High workload became an obstacle due to the large number of health service tasks performed simultaneously. Positive work attitudes were reflected through responsibility, support for the program, and commitment in carrying out CHS services. In addition, several obstacles were still found, such as limited health personnel, high service workload, and lack of public understanding regarding the importance of CHS.

The study concluded that the implementation of CHS was influenced by work period, workload, and midwives' work attitudes. Therefore, training improvement, more effective workload distribution, and strengthening community education are needed to improve the quality of CHS implementation at Balai Jaya Public Health Center.

Keywords: Midwives' performance, Congenital Hypothyroid Screening, work period, workload, work attitude.