

## ABSTRAK

### STRATEGI PENGEMBANGAN SDMKBERBASIS MODEL *STUDENT FASILITATOR AND EXPLAINING* DI UPTD PUSKESMAS HILISATARO KABUPATEN NIAS SELATAN

SRI RAHMAT WATI WAU  
NIM : 21330750056

Puskesmas Hilisataro Kabupaten Nias Selatan memiliki SDMKB yang kurang mampu berpikir secara sistem untuk melihat masalah sebagai sebuah kesempatan untuk melangkah satu langkah lebih maju. Penelitian ini bertujuan untuk menganalisis strategi pengembangan SDMKB dengan model *student fasilitator and explaining*. Jenis penelitian ini adalah *Quasy-Eksperiment (pre-experimental designs)* yang dilakukan di UPTD Puskesmas Hilisataro Kabupaten Nias Selatan pada bulan Desember 2022. Sampel dalam penelitian ini yaitu seluruh SDMKB di UPTD Puskesmas Hilisataro Kabupaten Nias Selatan berjumlah 102 orang. Data dianalisis dengan menggunakan uji t-test. Hasil penelitian univariat menunjukkan bahwa dari 102 reponden yang diteliti, diketahui bahwa mayoritas reponden berumur 36-45 tahun yaitu sebanyak 40 (39,2%) responden, berjenis kelamin perempuan yaitu sebanyak 59 (57,9%), berpendidikan D3 yaitu sebanyak 58 (56,8%). Hasil uji t test menunjukkan bahwa ada dampak strategi model *student fasilitator and explaining* terhadap peningkatan pengetahuan SDMKB. Ada dampak strategi model *student fasilitator and explaining* terhadap kreativitas dan inovasi SDMKB. Ada dampak strategi model *student fasilitator and explaining* terhadap pemanfaatan teknologi oleh SDMKB. Ada dampak strategi model *student fasilitator and explaining* terhadap kemampuan berpendapat oleh SDMKB. Ada dampak strategi model *student fasilitator and explaining* terhadap pemikiran kritis SDMKB melalui strategi di UPTD Puskesmas Hilisataro Kabupaten Nias Selatan. Berdasarkan hasil penelitian disarankan agar pimpinan puskesmas dapat bertanggung jawab menentukan kebijakan program manajemen untuk peningkatan pelayanan di puskesmas dengan melakukan pelatihan-pelatihan yang dapat meningkatkan kinerja SDMKB

**Kata Kunci : Strategi, Pengembangan, *Student Fasilitator and Explaining***

## **ABSTRACT**

### **HEALTH HUMAN RESOURCES DEVELOPMENT STRATEGY BASED ON STUDENT FACILITATOR AND EXPLAINING MODEL AT UPTD PUSKESMAS HILISATARO DISTRICT SOUTH NIAS SRI RAHMAT WATI WAU NIM : 21330750056**

*The Hilisataro Health Center in South Nias Regency has Healthy health human resources who are less able to think in a systemic way to see problems as an opportunity to take one step further. This study aims to analyze health human resources development strategies using the student facilitator and explaining model. This type of research was Quasy-Experimental (pre-experimental designs) conducted at the UPTD Health Center Hilisataro South Nias Regency in December 2022. The sample in this study was all health human resources at the UPTD Health Center Hilisataro South Nias Regency, totaling 102 people. Data were analyzed using the t-test. The results of the univariate study showed that of the 102 respondents studied, it was found that the majority of respondents were aged 36-45 years, namely 40 (39.2%) respondents, female, 59 (57.9%), D3 educated, 58 (56.8%). The results of the t-test show that there is an impact of the student facilitator and explaining model strategy on increasing health human resources knowledge. There is an impact of the strategy of the student facilitator and explaining model on health human resources creativity and innovation. There is an impact of the student facilitator and explaining model strategy on the use of technology by health human resources . There is an impact of the strategy of the student facilitator and explaining model on the ability of the health human resources to express opinions. There is an impact of the strategy of the student facilitator and explaining model on the critical thinking of health human resources through the strategy at the UPTD of the Hilisataro Health Center, South Nias Regency. Based on the results of the research, it is suggested that the leadership of the puskesmas can be responsible for determining program management policies to improve services at the puskesmas by conducting trainings that can improve health human resources performance.*

**Keywords: Strategy, Development, Model-Based Human Resources, Student Facilitator and Explaining**