

## ABSTRAK

Pencapaian UCI (*Universal Child Immunization*) desa/kelurahan masih terdapat kekurangan. Hal ini disebabkan antara lain karena kurang perhatian dan dukungan dari berbagai pihak terhadap program imunisasi. Penelitian ini bertujuan untuk menganalisis pengaruh *leader behavior* dan manajemen puskesmas terhadap kinerja program imunisasi di Puskesmas Kuala Bali Serdang Bedagai . Jenis penelitian ini merupakan penelitian kuantitatif dengan rancangan cross sectional. Lokasi penelitian ini dilakukan di Puskesmas Kuala Bali Serdang Bedagai . Populasi penelitian yaitu seluruh 121 orang bidan yang berada di 10 desa Puskesmas Kuala Bali Serdang Bedagai , dan 1 orang penanggungjawab layanan imunisasi sehingga terdiri dari 122 orang. Sampel dalam penelitian berjumlah 122 pasien. Data hasil survey dianalisis dengan menggunakan uji chi-square dan regresi logistik. Hasil penelitian menunjukkan bahwa ada pengaruh pengambilan keputusan terhadap kinerja, ada pengaruh gaya kepemimpinan terhadap kinerja, ada pengaruh pendelegasian tugas terhadap kinerja, ada pengaruh cara berkomunikasi terhadap kinerja, ada pengaruh perencanaan terhadap kinerja, ada pengaruh pengorganisasian terhadap kinerja program imunisasi, ada pengaruh pelaksanaan terhadap kinerja program imunisasi, ada pengaruh pengawasan terhadap kinerja program imunisasi di Puskesmas Kuala Bali Serdang Bedagai . Adapun variabel yang paling berpengaruh terhadap kinerja program imunisasi di Puskesmas Kuala Bali Serdang Bedagai adalah variabel pengorganisasian. Hasil penelitian ini menyarankan agar hasil penelitian ini dijadikan bahan masukan untuk melakukan evaluasi terhadap pelaksanaan program imunisasi, agar melakukan pembinaan kepada pimpinan Puskesmas untuk meningkatkan kemampuan dalam *leader behavior* dan proses manajemen khususnya dalam pengorganisasian sehingga kinerja bidan-bidan menjadi lebih baik lagi.

**Kata Kunci : Kepemimpinan, Manajemen, Kinerja**

## **ABSTRACT**

*There are still shortcomings in the achievement of UCI (Universal Child Immunization) in villages/kelurahan. This is partly due to the lack of attention and support from various parties for the immunization program. This study aims to analyze the influence of leader behavior and puskesmas management on the performance of the immunization program at the Biru-Biru Health Center. This type of research is a quantitative research with a cross sectional design. The location of this research was conducted at the Blue-biru Health Center. The research population consisted of all 121 midwives in 10 villages at the Blue-biru Health Center, and 1 person in charge of immunization services, so that it consisted of 122 people. The sample in the study amounted to 122 patients. The survey data were analyzed using the chi-square test and logistic regression. The results show that there is an influence of decision making on performance, there is an influence of leadership style on performance, there is an effect of task delegation on performance, there is an influence on how to communicate on performance, there is an influence of planning on performance, there is an influence of organizing on the performance of the immunization program, there is an effect of implementation on performance. the performance of the immunization program, there is an effect of supervision on the performance of the immunization program at the Blue-Biru Health Center. The variables that have the most influence on the performance of the immunization program at the Blue-Biru Health Center are the organizational variables. The results of this study suggest that the results of this study be used as input for evaluating the implementation of the immunization program, in order to provide guidance to the leadership of the Puskesmas to improve the ability in leader behavior and management processes, especially in organizing so that the performance of midwives becomes even better.*

**Keywords: Leadership, Management, Performance**