
THE RELATIONSHIP BETWEEN MOTIVATION AND PERFORMANCE OF FAMILY PLANNING FIELD OFFICIALS IN THE CENTER OF THE UPT DEPARTMENT OF PPKB BANDAR DISTRICT SIMALUNGUN DISTRICT

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Abstract

The Family Planning Field Officer (PLKB) is one of the Human Resources (HR) in carrying out family planning services at the Family Planning Center. KB Center is an important resource and much needed to achieve optimal performance. The success or failure of an organization engaged in family planning services such as a family planning center depends on the ability of Human Resources (HR) to carry out its activities. This type of research is a quantitative research that is analytic in nature using a cross-sectional design, namely the dependent variable and independent variable carried out at the same time. Data obtained through direct interviews with respondents using a check list sheet filled in by the respondent. Where the total population is 19 people. The results of the Chi-Square statistical test obtained p value = $0,004 \leq \alpha$ (0.05). So that it is known that there is a relationship between motivation and leadership performance at the UPTD KB Hall, Bandar District, Simalungun Regency. The results of the Chi-Square statistical test obtained p value = $0.014 \leq \alpha$ (0.05). So that it is known that there is a relationship between PLKB performance and the performance of leaders at the UPTD KB Hall, Bandar District, Simalungun Regency. It can be concluded that there is a relationship between motivation and the leader's performance which has a very positive effect on PLKB performance. By showing that PLKB performance needs to be improved by being able to adapt to leaders and the work environment in order to get good performance results. So that it is known that there is a relationship between PLKB performance and leadership performance at UPTD KB Hall, Bandar District, Simalungun Regency. It can be concluded that there is a relationship between motivation and the leader's performance which has a very positive effect on PLKB performance. By showing that PLKB performance needs to be improved by being able to adapt to leaders and the work environment in order to get good performance results. So that it is known that there is a relationship between PLKB performance and leadership performance at UPTD KB Hall, Bandar District, Simalungun Regency. It can be concluded that there is a relationship between motivation and the leader's performance which has a very positive effect on PLKB performance. By showing that PLKB performance needs to be improved by being able to adapt to leaders and the work environment in order to get good performance results.

Keywords: Motivation, Leadership Performance, Berencane Family Field Officers

INTRODUCTION

The Family Planning Program (KB) is one of the national programs that improves the health status and welfare of women, children and families in particular, and the nation in general. The success or failure of the implementation of the family planning program will determine the success or failure of efforts to achieve national welfare through the support of health workers (NKKBN, 2013).

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Centers are an important resource and are much needed to achieve optimal performance. The success or failure of an organization engaged in family planning services such as Family Planning Centers depends on the ability of Human Resources (HR) in carrying out its activities (Ilyas, 2001).

The KB Center of Bandar Subdistrict, Simalungun Regency has a working area with service coverage covering 2 Sub-Districts and 14 Nagori with the number of field officers from 2015 to 2016 totaling 8 field officers, in 2017 PLKB increased by 19 field officers, consisting of 1 Ka.UPTd, 1 Administrative staff, 1 assistant PKB, 2 community health workers, 10 midwives, 3 nurses, 1 computer.

The availability of human resources has experienced an increase and the number of participant visits. KB PUS has also increased from 20,685 in 2016 to 26,085 in 2017. The percentage of patient visits and the average daily visit of 25-35 patients makes the PLKB workload even higher, so there are 19 staff services that still hold concurrent positions and duties. For this reason, it is necessary to make efforts to motivate employees to be able to carry out their duties properly in accordance with what has been determined.

Based on the preliminary survey that the researcher conducted and in which the researcher was also one of the PLKB staff at the UPTD Bandar District, found that the target of KB acceptors was not proportional to the number of PLKB that had increased. One that influences this is the lack of motivation obtained from Ka. UPTD KB and co-workers, Working hours for PLKB at the UPTD KB Balai Bandar District on Monday to Thursday 07.30-15.30 WIB, while for Friday from 07.30 to 16.00 WIB. The division of tasks in each Bandar District area is in Trading Village I, Trading II Village, III Trading Village, Nagori Bandar Pulo, Nagori Sugar Bayu, Nagori Bah Lias, Nagori Perlanaan, Nagori Sidotani, Nagori Bandar Jawa, Nagori Land Bouw, Nagori Bandar, Nagori Marihat Bandar, Nagori Bandar Rakyat, Nagori Timbaan,

Based on the description of the background above, and the preliminary survey that the researchers conducted, the researchers wanted to examine more about the Relationship between Motivation and PLKB Performance at the UPTD KB Hall, Bandar District, Simalungun Regency in 2017.

METHODS

1. Types of research

This type of research is a quantitative research that is analytic in nature using a cross-sectional design, namely the dependent variable and independent variable carried out at the same time (Notoatmodjo, 2012).

In this study the researchers wanted to know the relationship between motivation and performance of Family Planning Field Officers at UPTD KB Hall, Bandar District, Simalungun Regency in 2017.

2. Research Location and Time

Research Location This research was conducted at UPTD KB Balaji, Bandar District, Simalungun Regency. This research was conducted on August 1 2017 to August 31 2017 at the UPTD KB Hall, Bandar District, Simalungun Regency.

3. Data analysis

Data analysis was carried out in stages which included univariate, bivariate,

a. Univariate analysis

Univariate analysis was performed to get an overview of each dependent variable and independent variable. The data will be presented in the form of a frequency distribution.

b. Bivaria analysis

Bivariate analysis is to determine whether there is a relationship between the independent variables (categorical) and the independent variables (categorical) by using the Kai Square Test or Chi Square.

To determine the significance of the results of statistical calculations, a significance limit of 0.05 was used. Thus if the p value < 0.05 then the calculation results are statistically significant and if p - 0.05 then the results of the statistical calculations are not significant.

RESULTS AND DISCUSSION

1. The Relationship between Motivation and Leadership Performance at UPTD KB Hall, Bandar District, Simalungun Regency 2017

The results of research that has been carried out on PLKB at UPTD KB Hall, Bandar District, Simalungun Regency 2017 obtained results from 12 people (10096) PLKB who had less motivation, including 11 people (91.7%) with poor leadership performance and 1 person (8, 3%) with good leadership performance from 7 people (100%) who have good motivation including | people (14.3%) with good leadership performance of 6 people (85.7%).

It can be concluded that the motivation and performance of leaders who are less related to the performance of PLKB are bracketed.

Based on the results of the Ch/-Square statistical test, it was obtained a p value of $0.004 \leq \alpha$ (005) so that it is known that there is a relationship between motivation and performance of leaders at the UPTD KB Hall, Bandar District, Simalungun Regency.

The statistical test results obtained an OR (Odds Ratio) value of 66.00 with a confidence level of 95% it is believed that the OR value is between (3.472-1254.5). This shows that the motivation given by the leader who is less at risk is 60 times the PLKB's performance is less working.

2. The Relationship between PLKB Performance and Leadership Performance at UPTD KB Hall, Bandar District, Simalungun Regency 2017

The results of the research that was carried out on PLKB at Balai UPTD KR Bandar District Simalungun Regency 2017 obtained results from 11 people (100%) PLKB who had less PLKB performance including 10 people (90.9%) with poor leadership performance and 1 person (9, 1%) with good leadership performance out of 8 people (100%) who have good motivation including) people (25.0%) with good leadership performance out of 6 people (75.0%). It can be concluded that the performance of PLKB and the performance of leaders who are less related to the less performance of PLKB.

Based on the results of the Chi-Square statistical test, a p value — 0.014 Sa (0.05) was obtained. So that it is known that there is a relationship between PLKB performance and leadership performance at the UPTD KB Hall, Bandar District, Simalungun Regency.

The statistical test results obtained an OR (Odds Ratio) value of 30.00 with a 95% confidence level, it was believed that the OR value was between (2.217-405.98). This shows that the motivation given by the leader who is less at risk is 66 times the PLKB's performance is less work

CLOSING

Conclusion

The results of the research that was carried out on PLKB at Balai UPTD KR Bandar District Simalungun Regency 2017 obtained results from 11 people (100%) PLKB who had less PLKB performance including 10 people (90.9%) with poor leadership performance and 1 person (9, 1%) with good leadership performance out of 8 people (100%) who have good motivation including) people (25.0%) with good leadership performance out of 6 people (75.0%). It can be concluded that the performance of PLKB and the performance of leaders who are less related to the less performance of PLKB. Based on the results of the Chi-Square statistical test, a p value — 0.014 Sa (0.05) was obtained. So that it is known that there is a relationship between PLKB performance and leadership performance at the UPTD KB Hall, Bandar District, Simalungun Regency. Statistical test results obtained OR (Odds Ratio) value of 30, 00 with a 95% confidence level it is believed that the OR value is between (2.217-405.98). This shows that the motivation given by the leader who is less at risk is 66 times the PLKB's performance is less work.

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