

**FAKULTAS KESEHATAN MASYARAKAT
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**ANALISIS GAYA KEPEMIMPINAN DAN KINERJA PUSKESMAS DI TIGA
PUSKESMAS DI KOTA PADANG**

xii + 83 halaman, 14 tabel, 4 gambar, 12 lampiran

ABSTRAK

Tujuan

Terdapat variasi kinerja pelayanan di tiga puskesmas di kecamatan yang sama di kota Padang yaitu baik, cukup dan kurang. Kinerja Puskesmas terkait dengan gaya kepemimpinan yang diterapkan pimpinanya. Tujuan penelitian ini untuk menganalisis gaya kepemimpinan dan kinerja Puskesmas X,Y dan Z.

Metode

Penelitian ini menggunakan metode kualitatif. Penelitian ini dilakukan di tiga puskesmas di kota Padang yaitu Puskesmas X, Y dan Z pada bulan Desember sampai Juni 2016. Penentuan informan dilakukan secara purposive sampling dengan jumlah informan sebanyak 9 orang. Pengumpulan data dilakukan dengan cara wawancara mendalam, observasi, dan telaah dokumen. Pengolahan data dilakukan dengan cara mereduksi data, penyajian data, dan penarikan kesimpulan. Analisa data dilakukan dengan triangulasi sumber dan metode.

Hasil

Hasil penelitian menunjukkan bahwa berdasarkan cara memotivasi, komunikasi, pendelegasian wewenang, penyelesaian konflik, pembuatan keputusan, pengawasan, cara pandang terhadap bawahan, serta pemberian kritik dan saran diperoleh informasi bahwa kepala Puskesmas X cenderung menerapkan gaya kepemimpinan otoriter dengan tingkat kinerja baik, kepala Puskesmas Y cenderung menerapkan gaya kepemimpinan demokratis dengan tingkat kinerja cukup, dan kepala Puskesmas Z cenderung menerapkan gaya kepemimpinan demokratis dengan tingkat kinerja kurang.

Kesimpulan

Dalam menjalankan fungsi kepemimpinan kepala puskesmas menerapkan gaya kepemimpinan yang berbeda – beda. Diharapkan kepada kepala Puskesmas X, Y dan Z agar menerapkan gaya kepemimpinan yang fleksibel sesuai situasi dan kondisi agar visi dan misi puskesmas dapat terwujud.

Daftar Pustaka : 25 (2003-2015)

Kata Kunci : gaya kepemimpinan, kinerja puskesmas

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**ANALYSIS OF LOCAL GOVERNMENT CLINIC LEADERSHIP AND
PERFORMANCE AT THREE LOCAL GOVERNMENT CLINICS IN
PADANG**

xii + 83 pages, 14 tables, 4 pictures, 12 attachments

ABSTRACT

Objective

Aim there were some variations of services performance in three different local government clinic in Padang at the same subdistrict good, medium and bad. Local government clinic performance was related to the leadership used by the leader of local government clinic itself. Thus, in this research, the aim was to analyze the leadership and performance of three different local clinic government X, Y and Z

Method

Qualitative methode was used in this research. This research was done in three local government clinic in Padang X, Y and Z on december 2015 until June 2016. By using purposive sampling, there were nine informant chosen. Then the data of this research was gotten through in-depth interviews, observation and document review. The data were processed using data reduction, data display and conclusion drawing. The data were analyzed with source and methods triangulation.

Result

The result of the research showed that based on the way of motivating, communicating, giving authority, overcoming the conflict, making decision, controlling, looking at the subordinate and giving criticism and suggestion, it was found that the leader of X tend to use authoritarian leadership with good performance, the leader of Y used democratic leadership with medium performance meanwhile the leader of Z used democratic leadership with bad performance.

Conclusion

In doing their responsibility, the leader of different local government clinic used different leadership. It is hoped that the leader of local government X, Y and Z implement the flexible leadership appropriate with the situation in order to reach the goal of the local government clinic that they lead.

References : 25 (2003 – 2015)

Key Word : local government clinic leadership, local government clinic performance