ANALYSIS OF OBSTACLES TO ANJAB & ABK NEEDS PLAN AT MEDAN CITY HEALTH OFFICE

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Abstract

Health human resources (SDMK) are indispensable in improving the degree of public health in a country. The determination of human resource needs is carried out using the Anjab & ABK needs plan (Position Analysis and Workload Analysis). However, in its implementation, several obstacles hinder the effectiveness of the Anjab & ABK needs assessment at the Medan City Health Office. The purpose of the study was to analyze SWOT on the RENBUT ANJAB & ABK Barriers in the Medan city health office. The type of research used in this study is descriptive research using a qualitative approach. This research uses a case study design. Data collection techniques in this study were carried out by observation and in-depth interviews. The subjects of the study were selected purposively. The key informants in this study were the head of the Head of Health Human Resources, the Needs Plan Program Holder at the Medan City Health Office, 2 Health Workers, and 2 Communities. The data is then analyzed narratively to elaborate the discussion and conclusions. The results showed that the obstacles in RENBUT ANJAB & ABK in the Medan City Health Office were in Needs Planning In the Medan City Health office, the obstacle that existed was the lack of a team in preparing the plan, causing officers holding the renbut program to be overwhelmed in inputting additional data. Pegwai agencies become obstacles in inputting RENBUT data due to a lack of sensitivity in inputting scheduled data so that data results are more skewed in wants rather than needs. Irregular employee mutations also cause data to be inappropriate so that the agency will experience worker vacancies.

Keywords: ANJAB, ABK, RENBUT

Introduction

Health human resources play an important role in adding the best quality of health services to the community (Purwaningsih et al., 2023) so that they can encourage the degree of health to be better, including awareness, desire, and healthy survival to realize the maximum possible degree of health as an investment in the development of active human resources both socially and economically, and become one of the elements of public peace as intended by the Preamble to the Constitution of the Republic of Indonesia Year 1945 which is a genealogy in Law No. 36 of 2014 concerning Health Workers (Republic of Indonesia, 2014).

The growth of the workforce every year will certainly experience changes, changes, and additional employees. Decentralization of health planning as one of the essential factors in the process is complex and requires good cooperation between policymakers, planners, administrative personnel, and the community (Viani, 2018).

Human Resources Needs Planning is a systematic process to determine the number, type, and qualifications of human resources needed by the conditions of an area to achieve health development goals. Planning for human resource needs is carried out by adjusting the needs of health development,

both locally, nationally, and globally, and strengthening commitments with other related elements. In the era of decentralization in the health sector, local governments have the authority to recruit human resources in their respective regions as local government employees (Permenkes RI, 2015).

According to Damayanti, 2023 Workload is the large amount of work that is the task and responsibility of employees both physically and mentally. The workload categories received by employees consist of normal, high, and low categories. So organizations need to have several employees by the number of existing workloads, so as not to harm the agency or employees concerned.

According to the Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform Number 1 of 2020, position analysis is the process of collecting, recording, processing, and compiling position data into position information (Permenpan, 2020). Meanwhile, workload analysis is a management technique carried out systematically to obtain information about the level of effectiveness and efficiency of organizational work based on work volume. The preparation of position analysis and workload analysis must be carried out by every government agency, not only to implement Law Number 5 of 2014 concerning the State Civil Apparatus (Law of the Republic of Indonesia, 2014). However, the results of the preparation of job analysis and workload analysis can be used in analyzing employee needs, determining competencies and requirements of a position, and as an indicator of employee performance (Jihan Afifah Rifdah, 2021).

According to Komalasari et al., 2022 Job analysis which is part of HRM in an organization is to determine the content of a position which includes duties, responsibilities, authorities, working conditions, education, ability, work experience, and its relationship with other positions in the organization, this position analysis is also a position requirement which is needed by members of the organization or employees to carry out their duties properly. The purpose of the study was to analyze SWOT on the RENBUT ANJAB & ABK Barriers in the Medan city health office.

Method

The type of research used in this study is descriptive research using a qualitative approach. Qualitative research is research that intends to understand the phenomenon of what is experienced by the research subject holistically with descriptions in the form of words and language. This research uses a case study design. Stake (1994) states that case study research aims to reveal the peculiarities or uniqueness of the characteristics contained in the case study. The case itself is the cause of case study research, therefore the main purpose and focus of case study research is on the case that is the object of research (Hidayat Taufik, 2019). Data collection techniques in this study were carried out by observation and in-depth interviews. The research subjects were selected purposively, where the informants selected were the parties who knew the implementation of the plan best and were the most knowledgeable in inputting the renbut data. The key informants in this study were the head of the Head of Health Human Resources, the Needs Plan Program Holder at the Medan City Health Office, 2 Health Workers, and 2 Communities. The data is then analyzed narratively to elaborate the discussion and conclusions.

Result

Picture 1. RENBUT KEMENKES Application

RENBUT (Needs Plan) Health HR Is an application built by the Application – AIPHSS team in 2015 based on the needs planning manual ("02- Guide to Using the RENBUT SDMK Application (Update 20-10-2015). Docx," 2015).

Renbut wrote Permenkes No.33 of 2015 concerning guidelines for the preparation of health human resource needs planners. A health needs plan is a document that contains projections of health human resource (HR) needs, health facilities and infrastructure, and health funding within a certain period. This plan is created to ensure that the health system can meet people's health needs effectively and efficiently. Health needs plans are an important tool to ensure that health systems can meet public health needs effectively and efficiently (Permenkes RI, 2015).

The Medan City Health Office is located on Jalan Rattan No.1 Petisah Medan Complex. This office oversees 41 Puskesmas (13 Inpatient Puskesmas and 28 Outpatient Puskesmas) and 39 Auxiliary Puskesmas (Pustu) located in all Districts throughout Medan City. In addition, the Medan City Health Office has a Technical Service Unit (UPT), namely the Pharmaceutical Warehouse located in Pekan Labuhan, Medan Labuan District, and the Environmental Health Laboratory located on Jalan Ibus Raya.

The results of the in-depth interviews conducted were: Departing from the discrepancy of employees in filling out the anjab, this makes health service officers, especially renbut holders, feel that there is a lot of workloads that must be borne. Moreover, many basic tasks must be done. In this case, the renbut holder officer always urges all up puskesmas under the auspices of the health office to report related to the needs of the anjab carried out and fill in the renbut immediately by the direction of the ministry. In this case, each UPT Puskesmas must have a special employee for the person in charge of the work holder. Renbut has a short time in its opening. That is once a year. In input, all employees are overwhelmed, moreover, many tasks must be completed. Therefore, in filling the renbut are special officers and teams who work together and coordinate in each position so that the results of the RENBUT data are by needs. So that Anjab is filled according to wants and needs

This is by the SWOT Analysis related to strengths and weaknesses in the program including:

Strength (strength)
1. Renbut assists governments and health organizations in allocating resources effectively and efficiently based on accurate projected needs.
2. Renbut encourages coordination and integration between sectors in health development.

Weakness (weakness)
1. Lack of RENBUT drafting team in Medan city health office
2. Lack of Health Energy Dexterity in Input STRING data
3. Irregular Employee Mutation

4. The application charging period sometimes errors due to most server access.
5. Lack of coordination of health workers causes data to be inappropriate.

Opportunities (peluang)
1. Regulation of the State Civil Service Agency of the Republic of Indonesia Number 9 of 2022 concerning Procedures for Implementing the Preparation of State Civil Apparatus Needs Management of Government Employees with Work Agreements, it is necessary to establish the Regulations of the State Civil Service Agency concerning Procedures for Implementing the Preparation of State Civil Apparatus Needs (BKN, 2022).
2. Regulation of the Minister of Health of the Republic of Indonesia Number 33 of 2015 concerning Guidelines for Planning Health Human Resource Needs Health development aims to increase awareness, willingness, and ability to live a healthy life for everyone to realize the highest degree of public health, as an investment for the development of socially and economically productive human resources.

Threats (ancaman)
1. It risks exacerbating disparities in healthcare access and benefits.
2. Can be used to stigmatize and discriminate against certain groups of people.

Discussion

Renbut helps facilitate the exchange of accurate and up-to-date health data and information between sectors so that all parties have a common understanding of the health situation and people's needs. Data input that is carried out close to the deadline causes needs planning to be inputted according to wishes not needs that cause inaccurate data, which in turn can result in a lack of resources.

This is to the results of research conducted by (The Story of The Charismini, 2019) The duties of analysts at the Puger Health Center are ideally carried out by three people. However, limited analyst staff, lack of interest in working at puskesmas, and the absence of additional personnel from the Health Office are obstacles in meeting the needs of these human resources.

Lack of team inputting RENBUT data at DINKES Medan City The preparation of the Health Plan took a long time due to the lack of a team and the targets set in the Health Plan were not achieved. According to (Zaky, 2023) Effective teams can result in better performance than individuals working independently. However, creating an effective work team is not easy. Work teams consist of individuals who have different backgrounds, expertise, and preferences. Therefore, human resource management must pay attention to the factors that affect the performance of the work team to create an effective team.

Irregular employee mutations will result in vacancies in the area causing a decrease in the quality of health services in the area. Win Ratih Rahmawati (2017) stated that mutations have a positive and significant effect on employee performance. These results indicate that if the mutation is carried out by the needs of employees in their fields, employee performance will increase, and vice versa if the mutation is not based on employee needs, performance will decrease (Karnadi et al., 2018).

Inaccurate needs planning can lead to gaps between people's needs and available health services. This can lead to people not getting the health services they need, increasing morbidity and mortality rates, and public dissatisfaction with health services. Lack of professionalism in needs planning can lead to a decrease in the overall quality of health services.

This is by the results of the study (Tiara & Feverers, 2022) Existing problems have a strong influence on the quality or quality of services provided to customers or patients. When the quality of service provided is not optimal, it will affect the level of patient satisfaction in using the service.

Conclusion

In Needs Planning At the Medan City Health Office, the existing obstacle is the lack of a team in preparing plans, causing officers holding renbut programs to be overwhelmed in inputting additional data. Pegwai agencies become obstacles in inputting RENBUT data due to a lack of sensitivity in inputting scheduled data so that data results are more skewed in wants rather than needs. Irregular employee mutations also cause data to be inappropriate so that the agency will experience worker vacancies.

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