

Lecturer Behavior and Health Education Polytechnic of Ministry of Health Kalimantan East in Management the Public Services Body to Strengthen Social Resistance

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Abstract— Background: Increasing human resources is one of the important aspects in achieving the goals of health development can be achieved through improving the quality of education, improving human welfare, and the formation of good morals carried out by an educational institution (Kula, 2013). For the sake of the smooth running of an objective and program of an organization such as the Health Polytechnic of the Ministry of Health, East Kalimantan is inseparable from the interference of a budget. The budget for the Health Polytechnic of the Ministry of Health of East Kalimantan is obtained through the budget of the Pure Rupiah (RM) and Non-Tax State Revenue (PNBP) contained in the Budget Implementation (DIPA) list that is disbursed annually based on the tariffs on PP. 21 of 2013 (PP. 21 of 2013). With advances in science and technology, it has an impact on changes in people's behavior about the demands of health services. The demand for health services has implications for the increasing needs of health workers in terms of type, number and level of education. This encourages the productivity of the Health Polytechnic of the Ministry of Health in East Kalimantan in providing professional health workers by adding new study programs that are suitable to the needs of the community. Based on the above conditions it is deemed necessary to change in the financial management system sourced from PNBP. Changes in financial management deemed appropriate to the nature of activities in the Health Polytechnic of the Ministry of Health in East Kalimantan is the Financial Management Pattern of the Public Service Agency (PPK-BLU). **Purpose:** Analyzing the Occupation, Education, Field of Work, Length of Work, and Salary of Lecturers and Education Staff of the Health Ministry of Health Katim. Analyzing the influence of Lecturers 'and Educators' Knowledge with the management of public service bodies at the Polytechnic of the Ministry of Health Katim. Analyzing the Attitudes of Lecturers and Educators with the management of public service bodies at the Polytechnic of the Ministry of Health Katim. Analyzing the actions of lecturers and educators with the management of public service bodies at the Polytechnic of the Ministry of Health Katim. **Method:** This type of research is a survey research, with a cross sectional study design, to study the relationship and exposure by observing information on exposure status and patterns of social security measured in the same time or period (Sugiono, 2011). **Results:** the knowledge of educators and lecturers in approaching public service agencies in the Ministry of Health, East Kalimantan Health Polytechnic illustrates that the High knowledge of 12 respondents in welcoming Kuang BLU, the Medium Knowledge of 20 respondents in the BLU Very Good, Low Knowledge of 18 respondents in welcoming BLU very well, and then knowledge is very low as many as 12 respondents are very good in welcoming BLU. the attitude of educators and lecturers in bringing public service agencies in the Health Ministry of Health, East Kalimantan showed that the attitude of Very Good As many as 41 respondents in BLU Very Good, Good Attitudes as many as 16 respondents in the BLU very good, the attitude of Enough as many as 4 respondents in BLU very good and Less attitude of 2 respondents in carrying BLU in the less category. Based on the table above, the actions of educators and lecturers in bringing public service bodies at the Health Ministry of Health, East Kalimantan showed that 26 respondents were very good in responding to BLU Very Good, Good Actions of 19 respondents in cheating BLU Very Good, Enough Action as many as 17 respondents in carrying BLU Very Good, Action Less than 1 respondent in BLU Very Good.

Keywords— BLU, Lecturer Behavior and Educational Personnel.

I. INTRODUCTION

Improving human resources is one of the important aspects in achieving health development goals can be achieved through improving the quality of education, improving human welfare, and the formation of good morals carried out by an educational institution. The Health Polytechnic of the Ministry of Health of East Kalimantan is an educational institution that is directly responsible to the Ministry of Health of the Republic of Indonesia who is given the task and responsibility to improve the degree of public health through the education of health workers with various scientific disciplines. Through the Health Polytechnic of the Ministry of Health in East Kalimantan various disciplines can

be given including midwifery, nursing, nutrition and health analysts (Militia Christi Singkoh, 2014).

For the sake of the smooth running of an objective and program of an organization such as the Health Polytechnic of the Ministry of Health, East Kalimantan is inseparable from the interference of a budget. The budget for the Health Polytechnic of the Ministry of Health of East Kalimantan is obtained through the budget of the Pure Rupiah (RM) and Non-Tax State Revenue (PNBP) as contained in the Budget Implementation (DIPA) list that is disbursed annually based on the rates on PP. 21 of 2013 (PP. 21 of 2013) (Manossoh, 2015).

PNBP financial management system based on mechanisms, procedures or provisions that apply, the

realization of the use of following the work plan and budget of the ministry or lembang (RKAKL / DIPA), PNBPN is used for operational implementation of the main tasks and functions of the Health Polytechnic of the Ministry of Health, East Kalimantan, namely the implementation of Tri Dharma Higher Education (Izzaty, 2011).

With the advancement of science and technology, it has an impact on changes in people's behavior about the demands of health services. The demand for health services has implications for the increasing needs of health workers both in type, number, and level of education. This encourages the productivity of the Health Polytechnic of the Ministry of Health in East Kalimantan in providing professional health workers by adding new study programs that are in accordance with the needs of the community. Based on the above conditions it is deemed necessary for changes in the financial management system sourced from PNBPN. Changes in financial management that are deemed appropriate to the nature of activities in the Health Polytechnic of the Ministry of Health of East Kalimantan is the Financial Management Pattern of Public Service Agencies (PPK-BLU) (Application, Agency, & Public, 2005).

Republic of Indonesia Government Regulation Number 23 of 2005 concerning Financial Management Patterns of Public Service Bodies, Health Polytechnic Education Institutions The Ministry of Health is very likely to improve its services by implementing the PPK-BLU with the hope of providing certainty for an independent, flexible, transparent, effective and effective financial management system. Efficient so that it can increase the productivity and quality of lecturers and education personnel (Rosalin, 2011).

II. METHODS RESEARCH

This type of research is a survey research, with a cross sectional study design, to study the relationship and exposure by observing information on exposure status and social security patterns measured in the same time or period (Sugiono, 2011). The study was conducted at the Health Polytechnic of the Ministry of Health of East Kalimantan, in January - November 2019. The population in this study were all lecturers and educational staff of the Health Polytechnic of the Ministry of Health in East Kalimantan in the cities of Samarinda and Balikpapan totaling 131 people. The sample in this study were all lecturers and educational staff of the Health Polytechnic of the Ministry of Health, East Kalimantan. Samples taken fulfill the inclusion and exclusion criteria. Inclusion criteria: All lecturers and education staff of the Health Polytechnic of the Ministry of Health in East Kalimantan, not currently studying, declare they are willing to be respondents. Exclusion criteria: Participants who are currently practicing or interning at the Health Polytechnic of the Ministry of Health, East Kalimantan.

III. RESULTS AND DISCUSSION

Results

A. Univariate Analysis

The results of the research Respondents reported that the work of respondents namely PNS 82 respondents (67.8%), Contract 39 respondents (32.2%). Furthermore, the characteristics of educators and lecturers with S3 education were 2 respondents (1.7%), S2 were 54 respondents (44.6%), S1 education was 34 respondents (28.1%), Diploma 14 respondents (11.6%) , ≤ SMA 17 respondents (14.0) out of 121 respondents. Based on the table above as many as 56 (46.3%) of respondents in their occupations as Lecturers and as many as 65 (53.7%) of respondents in the field of workers as Educators. The length of work less than 1 year is 11 (9.1%) of respondents, 1 to less than 5 years is 33 (27.3%) of respondents, 5 to less of 10 years is 21 (17.4%) of respondents, 10 to less than 20 years as many as 31 (25.6%) respondents, more than 20 years as many as 25 (20.7%) respondents from 121 respondents. While salaries of less than Rp 1,500,000 were 3 (2.5%) respondents, Salaries of Rp 1,500,000 to Rp 3,500,000 were 30 (24.8%) respondents, Salaries of Rp 3,500,000 to Rp 5,500,000 were 33 (27.3%) respondents, Salary of Rp.5,500,000 to Rp 7,500,000 as many as 20 (16.5%) respondents, Salaries above Rp 7,500,000 as many as 35 (28.9%) respondents.

B. Univariate Analysis

1. Relationship between knowledge of education personnel and lecturers with BLU management

TABLE 1.1 Relationship between knowledge of education personnel and lecturers with BLU management

Pengetahuan	Manajemen BLU			Total	P-value
	Less	Average	Very Good		
Very Low (0-2)	20	0	12	32 (26.4%)	.000
Low (3-4)	9	3	18	30 (24.8%)	
Average (5-6)	7	3	20	30 (24.8%)	
High (7-8)	12	4	13	29 (24.0%)	
Total	48 (39,67%)	10 (8,26%)	63 (52,07%)	121 (100%)	

Source: primary data

Based on the above table, the knowledge of educators and lecturers in approaching public service agencies at the Health Ministry of Health, East Kalimantan illustrates that High knowledge as many as 12 respondents in facing Kuang BLU, Medium Knowledge as many as 20 respondents in approaching BLU Very Good, Low Knowledge as much as 18 respondents in welcoming BLU very good, and further knowledge Very low as many as 12 respondents are very good in welcoming BLU.

Statistical test results obtained $p = 0.00$ means that at $\alpha = 5\%$ it can be concluded that there is a significant influence of the percentage of knowledge with general service management.

2. Relationship between attitude of education staff and lecturers with BLU management

TABLE 1.2 Relationship between attitude of education staff and lecturers with BLU management

Sikap	Manajemen BLU				Total	P-value
	Less	Average	Good	Very Good		
Less (<50)	8	1	3	2	14 (11.6%)	.000
Enough (50-69)	0	1	7	4	12 (9.9%)	
Good (70-79)	0	7	4	16	27 (22.3%)	
Very Good (80-100)	0	1	26	41	68 (56.2%)	
Total	8 (6.6%)	10 (8.3%)	40 (33.1%)	63 (52.0%)	121 (100%)	

Source: primary data

Based on the above table, the attitudes of educators and lecturers in bringing public service agencies in the Health Ministry of Health, East Kalimantan showed that the attitude of Very Good As many as 41 respondents in the BLU Very Good, Good Attitudes as many as 16 respondents in the BLU very good, the attitude was enough as many as 4 respondents in BLU is very good and attitude less than 2 respondents in carrying BLU in the less category. Statistical test results obtained p value = 0.00, meaning that at $\alpha = 5\%$ it can be concluded that there is a significant influence of the percentage of attitudes with general service management.

3. Relationship between the actions of education personnel and lecturers with the management of BLU

TABLE 1.3 Relationship between the actions of education personnel and lecturers with the management of BLU

Tindakan	Manajemen BLU				Total	P-value
	Less	Average	Good	Very Good		
Less (<50)	1	1	2	1	5 (4.1%)	.631
Enough (50-69)	0	2	10	17	29 (24.0%)	
Good (70-79)	2	3	14	19	38 (31.4%)	
Very Good (80-100)	5	4	14	26	49 (40.5%)	
Total	8 (6.6%)	10 (8.3%)	40 (33.1%)	63 (52.0%)	121 (100%)	

Based on the table above, the actions of educators and lecturers in bringing public service agencies at the Health Ministry of Health, East Kalimantan showed that 26 respondents were very good in responding to BLU Very Good, Good Action as many as 19 respondents in the BLU Very Good, Fair Action as much as 17 respondents in the BLU Very Good, Less Actions as much as 1 respondent in the BLU Very Good.

The statistical test results obtained p value = 0.631, meaning that at $\alpha = 5\%$ it can be concluded that there is no significant effect of the percentage of actions in welcoming public service bodies.

IV. DISCUSSION

The relationship between knowledge of education personnel and lecturers with the management of BLU is that the statistical test results obtained $p = 0.00$ means that at $\alpha = 5\%$ it can be concluded that there is a significant influence of the percentage of knowledge with general service management. Relationship between Attitudes of education staff and lecturers with BLU management The results of statistical tests obtained p value = 0.00, meaning that at $\alpha = 5\%$ it can be concluded that there is a significant influence of the percentage of attitudes with general service management. The relationship between the actions of education personnel and lecturers with the management of BLU The statistical test results obtained a value of $p = 0.631$, meaning that at $\alpha = 5\%$ it can be concluded that there is no significant effect of the percentage of actions in welcoming public service bodies.

V. CONCLUSIONS AND SUGGESTIONS

Conclusions

- 82 respondents work as civil servants and 39 respondents work as Contracts.
- S3 education as many as 2 respondents, S2 as many as 54 respondents, S1 as many as 34 respondents, Diploma as many as 14 respondents, same and less as many as 17 respondents.
- Field of Work 56 respondents as Lecturers and 65 respondents as Educators
- Duration of work with a maximum of 1 to less 5 years as many as 33 respondents and 10 to less than 20 years as many as 31 respondents.
- Salaries with the most salaries above Rp 7,500,000 are 35 respondents and salaries Rp 3,500,001 to 5,500,000 are 33 respondents.
- There is a relationship between the knowledge of education staff and lecturers with the management of BLU, as seen from the results of the statistical test, the value of $p = 0.00$ means that $\alpha = 5\%$.
- There is a relationship between the attitudes of education staff and lecturers with the management of BLU as seen from the results of the statistical test, the value of $p = 0.00$ means that $\alpha = 5\%$.
- There is no effect of the relationship between the actions of the education staff and lecturers with the BLU management, as seen from the results of the statistical test, the value of $p = 0.631$ means that at $\alpha = 5\%$.

Suggestions

- The Head of Poltekkes Kemenkes Kaltim more often gives information about BLU to all lecturers and educators so that knowledge about BLU is better
- Immediately hold a workshop on BLU for all Poltekkes Ministry of Health Ministry of East Kalimantan so that all Poltekkes Ministry of Health Ministry of East Kalimantan understand the goodness of BLU and will support and succeed the Poltekkes of the Ministry of Health of East Kalimantan Towards BLU.

3. Further research is carried out and the time is longer so that it gets better results.

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