The Correlation of Organization Culture Forming Source with the Community Health Center Organization Culture (An analysis in Kendari Regency and City)

Abstrak:

Since 1998 to 2000, the service coverage of 23 out of 47 Community (Public) Health Centers (Puskesmas) in the Regency and City of Kendari was under 50% and generally declining during that period. The purpose of this research is to analyze the relation of organization culture forming source with the Community Health Center organization culture in the Regency and City of Kendari. This was an analytical observational research using cross sectional method conducted in the Regency and City of Kendari. The population was all 47 Community Health Centers (CHC) in Kendari Regency and City with 10 CHCs from the Regency and also 10 CHCs from the City taken as samples by using stratified random sampling, and the sample of Officers were 120 people determined by using proportional random sampling method. The independent variables in this research were service-, discipline-, togetherness- and quality-cultures, while the dependent variable was the organization culture forming source. Data collecting was done by questionnaires and closed interviews and analyzed descriptively to obtain the organization culture forming source. Chi-Square test was used to find the relation of organization culture forming source with the CHC organization culture. The research result showed that the CHC’s organization culture in Kendari Regency and City is sufficient proven by the percentage of the organization culture in the CHC. The source of organization culture was more formed by nature instead of by system. The source of organization culture had a correlation with CHC organization cultures (service, discipline, togetherness and quality).

Keyword:
organization culture, forming source, Community Health Center