

Supplement 1

RESPONDENT IDENTITY QUESTIONNAIRE SHEET

- Name** :
- Health Center** :
- Age** : 1. 21 – 30 years old
 2. 31 – 40 years old
 3. 41 – 50 years old
 4. > 50 years
- Gender** : 1. Male –male
 2. Women
- Education status** : 1. SPK
 2. D3 Nursing
 3. S1 Nursing
 4. Ners
- Length of Work** : 1. 1 – 5 years
 2. 5 – 10 years
 3. > 10 years
- Salary** : Rp
- Service Services** : Rp

CONSENT SHEET
ANALYSIS OF ORGANIZATIONAL EFFECTIVENESS WITH THE MC
KINSEY FRAMEWORK APPROACH

Charging Instructions:

Mark (√) in one of the "STS" columns. "TS", "S", or "SS"

Description :

STS = Strongly Disagree, when disagreeing and opposing

TS = Disagree, when disagreeing and not opposing

S = Agree, if agreed

SS = Strongly Agree, if you agree and support

Yes	Questions	STS	TS	S	SS
A	Leadership				
1)	Leadership in the organization is carried out in accordance with the organization's plan				
2)	Leadership in an organization must have a method to achieve the organization's goals				
3)	Leadership is able to anticipate changes that occur in the organization (Internal Problems)				
4)	Leadership is able to anticipate changes that occur in the organization (External issues)				
5)	Leadership divides or groups work to achieve organizational goals				

Yes	Questions	STS	TS	S	SS
6)	Leadership creates a coordination and communication pathway for each job				
7)	Leadership appoints members of the organization to be in charge of each work formally (Written with proof of Decision Letter)				
8)	Leadership should centralize decision-makers (e.g., all decisions are in the leader of the organization)				
9)	Leadership formalizes work (Example: <i>Jobdesk</i> , sanctions, etc.)				
10)	Leadership makes internal rules formally and informally				
11)	Leadership has a clear recruitment system in the organization				
12)	Leadership has a transparent financial system in the organization				
13)	Leadership has an information system that is in the organization so that customers can easily get organizational information				
14)	Leadership has a performance appraisal system either for an organization or an organization				

Yes	Questions	STS	TS	S	SS
15)	Leadership is able to improve the competencies of organizational members as part of the organization's competencies (Example: participation or delegation of the organization in a training)				
16)	Leadership is able to maintain the competence of organizational members as part of the organization's competencies (Example: appointing individuals to work according to their competencies)				
17)	Leadership must have conceptual skills (coordinating and integrating all organizational activities)				
18)	Leadership must have human skills (the ability to motivate members of the organization in the organization)				
19)	Leadership is able to influence the members of the organization				
20)	Leadership is able to solve problems for members of the organization or organization				

Yes	Questions	STS	TS	S	SS
21)	Leadership has a way of introducing new members of the organization who are recruited within the organization				
22)	Leadership is able to introduce the basic values of the organization to new members of the organization				
23)	Leadership is able to enhance the careers of members of the organization				
24)	The selection of leadership style in the organization is acceptable to all members of the organization				
25)	Leadership has a way of making decisions in the organization				
26)	The decisions produced by the leader can be accepted and implemented by the members of the organization				
27)	Leadership and leadership style align with the organization's vision, mission and goals				
28)	Leadership is able to provide value and confidence to all members of the organization in behaving				
29)	Leadership is able to build organizational culture in carrying out organizational activities or activities				

Yes	Questions	STS	TS	S	SS
30)	Leadership is able to provide and create a spirit of work to all members of the organization				
31)	Leadership is able to achieve the vision, mission and goals of the organization through the organizational culture created				
32)	Leadership is able to control the behavior of organizational members in doing work				
33)	Leadership is able to provide warnings and sanctions for problematic members of the organization				
B	Salary				
1)	Salary is one part of organizational planning				
2)	Salary is a key element in achieving organizational goals				
3)	Salary is the response of members of the organization to do work				
4)	Jobs are divided or grouped based on salary earned				
5)	Salaries are awarded based on organizational structure				

Yes	Questions	STS	TS	S	SS
6)	Salaries are awarded based on the responsibilities charged				
7)	Salaries are regulated and managed with a standard system				
8)	Salary is given as support and maintenance (<i>maintance</i>) of the organization to the work of the members of the organization				
9)	Salary is one of the patterns of organizational relationships with organizational members				
10)	Salary can improve technical competencies and skills, namely the ability to use procedures, techniques, and specialized knowledge of organizational members				
11)	Salary is used to maintain the competence of the organization's members as part of the organization's competencies				
12)	Salary can develop the work ability of organizational members, especially those related to the implementation of tasks				
13)	Salary is able to influence the members of the organization				

Yes	Questions	STS	TS	S	SS
14)	Salary is able to solve the problems of members of the organization or organization				
15)	Salary is motivation for members of the organization to do a job				
16)	Salary is influenced by the leadership style of the organization				
17)	Salary is influenced by the perception, attitude, and behavior of leaders towards the members of the organization				
18)	Salary is a process that can create that the organization remains consistent with the organization's goals				
19)	Salary is able to provide value and confidence to all members of the organization in behaving				
20)	Salary affects the culture of the organization in carrying out the organization's activities or activities				
21)	Salary can create work morale for organizational members				
C	Service Services				
1)	Service is one part of organizational planning				

Yes	Questions	STS	TS	S	SS
2)	Service is the main element in achieving organizational goals				
3)	Service is the response of members of the organization to do the work				
4)	Services are provided based on organizational structure				
5)	Services are provided based on the responsibilities given				
6)	Service services are provided based on the specifics of the work done				
7)	Service services are regulated and managed with a standard system				
8)	Service services are provided as support and maintenance (<i>maintance</i>) of the organization to the work of the members of the organization				
9)	Service services are one of the patterns of organizational relationships with organizational members				
10)	Service services can improve technical competencies and skills, namely the ability to use				

Yes	Questions	STS	TS	S	SS
	procedures, techniques, and specific knowledge of individuals in the organization				
11)	Service services are used to maintain the competence of organizational members as part of the organization's competencies				
12)	Service services can develop the work skills of organizational members, especially those related to the implementation of tasks				
13)	Service services are able to influence the members of the organization				
14)	Service services are able to solve problems for members of the organization or organization				
15)	Service is a motivation for members of the organization to do a job				
16)	Service is influenced by the leadership style of the organization				
17)	Service is influenced by the perception, attitude, and behavior of leaders towards the members of the organization				
18)	Service is a process that can create an organization that remains consistent with organizational goals				

Yes	Questions	STS	TS	S	SS
19)	Service services are able to provide value and confidence to all members of the organization in behaving				
20)	Service services affect the culture of the organization in carrying out activities or organizational activities				
21)	Service services can create the work spirit of the organization's members				
D	Policy				
1)	Organizational planning that is planned and made based on government policy				
2)	Policy is the basis for organizational actions in carrying out organizational planning				
3)	Policy is a binding thing in carrying out organizational planning				
4)	Policies are a tool for managing organizational resources				
5)	The organizational structure is based on the prevailing government policies				
6)	Policies affect the division or grouping of work to achieve organizational goals				

Yes	Questions	STS	TS	S	SS
7)	Policies affect organizational decision outcomes				
8)	Policies affect the formalization of work (Example: Jobdesk, sanctions, etc.)				
9)	Policies affect recruitment systems in organizations				
10)	Policies affect the financial system in an organization				
11)	Policies support organizational systems in implementing organizational planning to achieve organizational goals				
12)	Policies can bind members of the organization in carrying out organizational activities in accordance with applicable rules				
13)	Policy affects conceptual skills (coordinating and integrating all organizational activities) in an organization				
14)	Policies to regulate the competencies or abilities of members of the organization in carrying out organizational duties				
15)	Policy can direct an organization's workability to achieve organizational goals				

Yes	Questions	STS	TS	S	SS
16)	Policies have rules and limitations on competencies and abilities that organizations have				
17)	Policies affect the organization's staff recruitment process				
18)	Policy is able to solve individual or organizational problems				
19)	Policies provide opportunities to enhance the careers of members of the organization within the organization				
20)	The policy has rules for the qualification of human resources in carrying out tasks and work in the organization				
21)	Policies affect leadership style in an organization				
22)	Policies affect the way leaders make decisions in the organization				
23)	The policy has a rule of qualification for a leader in carrying out duties and work in the organization				
24)	The vision, mission and goals of the organization are compiled and made based on the applicable policies				

Yes	Questions	STS	TS	S	SS
25)	Policies affect the values and beliefs of all members of the organization in behaving				
26)	Policies affect organizational culture in carrying out organizational activities or activities				
27)	Policies affect the morale of the organization's members				
28)	Policies are able to provide warnings and sanctions for problematic members of the organization				
E	Human Resource Management (HRDM)				
1)	Human Resource Management (HRM) must be planned				
2)	Human Resource Management (HRM) must have a method to achieve organizational goals				
3)	Human Resource Management (HRDM) is a form of implementation of planning made by the organization				
4)	The division and grouping of written human resources in the organizational structure accompanied by the organization's top management decree				

Yes	Questions	STS	TS	S	SS
5)	Human Resource Management (HRDM) manages the <i>jobdesk</i> of each member of the organization				
6)	Human Resource Management (HRDM) regulates the lines of coordination and communication in the organization				
7)	Human Resource Management (HRDM) coordinates between members of the organization, between units within the organization, and organizational management				
8)	Human Resource Management (HRDM) recruitment based on personnel needs analysis				
9)	Human Resource Management (HRM) creates internal organizational processes and rules that are run by members of the organization				
10)	Human Resource Management (HRM) regulates the salary or compensation given to members of the organization				
11)	Human Resource Management (HRDM) performs the function of coordinating, monitoring and evaluating the organization				

Yes	Questions	STS	TS	S	SS
12)	Human Resource Management (HRDM) regulates the mechanism for submitting a request for improvement of competencies or skills of organizational members as part of the organization				
13)	Human Resource Management (HRD) analyzes the level of gap between skills or abilities				
14)	Human Resource Management (HRDM) assesses, monitors and evaluates the abilities and competencies of organizational members as part of the organization				
15)	Human Resource Management (HRDM) has a standard indicator of the success rate of an organization/organizational unit				
16)	Human Resource Management (HRDM) is able to analyze the level of human resource needs through human resource <i>planning</i>				
17)	Human Resource Management (HRDM) is able to determine the qualifications of human resources needed according to the positions that need to be filled in the organization				

Yes	Questions	STS	TS	S	SS
18)	Human Resource Management (HRM) method of onboarding new organizational members				
19)	Human Resource Management (HRM) has a career path mechanism for members of the organization				
20)	Human Resource Management (HRDM) is influenced by leadership style				
21)	Human Resource Management (HRM) assigns organizational members to units within the organization				
22)	Human Resource Management (HRM) refers to the vision, mission and goals of an organization				
23)	Human Resource Management (HRM) is able to move the members of the organization to achieve organizational goals				
24)	Human Resource Management (HRM) strengthens organizational values and culture				
25)	Human Resource Management (HRDM) affects organizational culture in carrying out organizational activities or activities				
26)	Human Resource Management (HRDM) affects the morale of organizational members				

Yes	Questions	STS	TS	S	SS
27)	Human Resource Management (HRDM) has standard rules in providing sanctions or <i>rewards</i> to members				

PUSKESMAS PERFORMANCE OBSERVATION SHEET
SAMPANG REGENCY IN 2017

Name of the Health Center :

Research Date :

Yes	Indicator	Target	Reach	Conform	Inappropriate	Ket
1	Essential Public Health Efforts (SMEs)					
	a. Health Promotion Efforts	>90%				
	b. Environmental Health Efforts	>90%				
	c. KIA-KB Service Efforts	>90%				
	d. Nutrition Service Efforts	>90%				
	e. Efforts to Prevent and Control Infectious and Non-Communicable Diseases	>90%				
	Final Score					
2	Public Health Efforts (SMEs) Development					
	a. Public Health Nursing	>90%				
	b. School Health Efforts (UKS)	>90%				
	c. Target Mental Health Efforts	>90%				
	d. Dental Health Efforts for Target Communities	>90%				

Yes	Indicator	Target	Reach	Conform	Inappropriate	Ket
	e. Traditional and Complementary Health Efforts	>90%				
	f. Sports Health Efforts	>90%				
3	Individual Health Efforts					
	a. Outpatient Services	100%				
	b. Emergency Services	100%				
	c. Pharmaceutical Services	100%				
	d. Laboratory Services	100%				
	e. Inpatient Services	100%				
4	Puskesmas Management					
	a. General Management of Targets	10				
	b. Community Empowerment Management	10				
	c. Equipment Management	10				
	d. Infrastructure Management	10				
	e. Financial Management	10				
	f. Human Resource Management	10				
	g. Pharmaceutical Service Management	10				
	h. Data and Information Management	10				

Yes	Indicator	Target	Reach	Conform	Inappropriate	Ket
	i. Essential SME Program Management	10				
	j. Program Management	10				
	k. SME Management Development	10				
	l. UKP Management	10				
	m. Quality Management	10				
5	Quality of Health Center Services					
	a. Public Health Survey	>80%				
	b. Community Satisfaction Survey	>80%				
	c. Handling Patient Complaints	>100%				
	d. Patient Safety Goals	>100%				
	e. Infection Prevention and Control	>100%				