

Analysis Of Competency Level And Work Of Health Workers On Work Performance In The Tirtoyudo Public Health Center Area Of Malang Regency

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ABSTRACT

Achievement of work performance level is one of the indicators of qualified human resources, where the performance of this work is expected to be able to optimize the professional competence of employees in the workplace including one of them in the Public Health Center. The purpose of this study is to Analyze the Relationship of Competency Level and Work Profession Health Workers To Work Achievement In The Region Of Tirtoyudo Public Health Center Malang Regency. The research method used in this study is quantitative method. This study uses desain crosssectional. The population in this study was all health workers in Tirtoyudo Public Health Center Malang regency with a sample of 45 respondents. The statistical test used for data analysis in this study was spearman rank correlation test with significance ($p\text{-value}$) = 0.05. The results showed that there was a significant relationship between competency level and work performance of $p\text{-value } \alpha$ ($0.009 < 0.050$) with correlation coefficient value obtained by 0.384. In addition, from this study also found that there is also a significant relationship between professional work and work performance with correlation of $p\text{-value } \alpha$ ($0.009 < 0.050$) coefficient obtained by 0.384. The conclusion of this study there is a significant relationship between the level of competence and professional work to the work performance of health workers in the area of Tirtoyudo Public Health Center Malang Regency.

Keywords : Competency Level Work Profession Work Performance

INTRODUCTION

Public Health Center is a health service facility that organizes public health efforts and first-level individual health efforts, with the priority of promotional and preventive efforts, to achieve a high level of public health in its working area (Ministry of Health, 2014). Whether or not the service in a Public Health Center is determined by the employees who work in it. Human resources are the determining factors that have a big influence on the success of achieving goals in Public Health Center.

Every Public Health Center wants human resources or officers who have it can work well, then officers are also required to provide optimal services to the community through the provision of care to individuals, families, groups and communities. Optimal and quality health services will make the quality of health services Public Health Center be good even become one of the determining factors of performance assessment and performance of health workers in the eyes of the public. Ratnasari (2016:45) defines work performance as the result of work in quality and quantity achieved by an employee in carrying out his/her duties according to the responsibilities given to him.

Public Health Center employees need good competence to be able to carry out activities in the Public Health Center. According to the Association of State and Territorial Directors of Nursing (ASTDN) (2003), mentioned that the competence needed to analyze health problems in the community to conduct evaluations. Competencies that are expected include the skills of

analyzing public health assessments which are a combination of knowledge, skills, attitudes / attributes (KSAs) needed to successfully perform work tasks and responsibilities so as to achieve good work performance.

But in reality, there are still patients who are dissatisfied with the service of the officer, especially in terms of health services that are directly related between the officer and the patient. Tirtoyudo Public Health Center is one of the Public Health Center in Malang district that is accredited A, however, this Public Health Center still can not be separated from the inequality between the competence of officers and achievements that can be achieved. There is a gap between the achievements to be achieved (intended work performance) and the actual work performance is a tangible proof of the competence of officers who are still low. Competence and behavior of employees who are not in accordance with the work profession will be a complex problem, while employees have not been able to adapt to the dynamics of environmental changes including insensitive to the development of science and technology and difficult to improve their performance. So far, the assessment of employee performance in Tirtoyudo Public Health Center using the List of Assessment of Work Implementation (DP3) in which there are 8 (eight) elements, namely honesty, loyalty, obedience, work performance, responsibility, cooperation, leadership and initiatives are still not running properly. This causes the assessment of competency levels that have a big impact on work performance is also less than the maximum. In addition, in the observation of the author at the Agency Tirtoyudo Public Health Center Malang regency as a professional health agency in Tirtoyudo Subdistrict that should be able to be a barometer in the achievement of high work performance and satisfactory. Based on the description, the author was interested to conduct research on competence and professional work that impacts the performance of employees in the Tirtoyudo Health Center Tirtoyudo District Malang with the title "Analysis of Competency Level and Work Profession Health Workers On Work Performance In The Tirtoyudo Public Health Center Area of Malang Regency".

METHOD

This study uses quantitative method that uses crosssectional design, where researchers analyze the relationship of competency level and work of health workers to work performance in the Tirtoyudo Public Health Center area of Malang district. This research was conducted at Tirtoyudo Health Center Malang regency in February 2021. The population in this study is all health workers in Tirtoyudo Public Health Center Malang Regency. The number of samples in this study is 45 respondents. In this study the sampling technique that will be used is simple random sampling with the research design used is cross sectional, which is a way of research that emphasizes the measurement time or observation of independent and dependent variable data only once at a time.

I. Results and Discussion

A. Variable characteristics

Table. 1. Summary table of respondent characteristics

Characteristic	F	%
Gender		
Man	14	31.1%
Woman	31	68.9%
Age		
17–24 Years Old	4	8.9%
25–34 Years Old	23	51.1%
35–49 Years Old	14	31.1%
50–64 Years Old	4	8.9%
> 65 Years	0	0.0%
Education		
High School/Equivalent	2	4.4%
Diploma	18	40.0%
Bachelor's Degree	19	42.2%
Master's Degree	5	11.1%
Not answering	1	2.2%
Working period		
< 1 Year	2	4.4%
1 - 2 Years	18	40.0%
> 2 Years	19	42.2%
Not answering	3	6.7%
Total respondents	45	100.0%

Respondents in this study were Health Workers in Public Health Center Tirtoyudo Malang Regency, based on table 1 in addition to it is known that of the 45 respondents, 68.9% of respondents with female gender, and there are 31.1% of respondents with male gender. A total of 51.1% of respondents between the ages of 25 to 34 years, 8.9% of respondents between the ages of 17 to 24 years, there are 31.1% of respondents between the ages of 35 to 49 years, and there are 8.9% of other respondents between the ages of 50 to 64 years. For education from 45 respondents, at most 42.2% of respondents with undergraduate education (S1), 4.4% of other respondents with high school education / equivalent, 40.0% of other respondents with diploma education, 11.1% of other respondents with master's education (S2), and there are 2.2% respondents did not answer questions. As for the working period, it is known that 68.9% of respondents with a working period of more than 2 years, and, 24.4% of other respondents with a working period between 1 to 2 years. And 6.7% of respondents did not answer the question.

Table 2. Description of Respondent's Answer to competency level variables

Items	Yes		Not		Total	Average
	F	%	F	%		
S1	41	91.1%	4	8.9 %	45	1.932
S2	42	93.3%	3	6.7%	45	1.955
S3	44	97.8%	1	2.2%	45	2.000
S4	44	97.8%	1	2.2%	45	2.000
S5	43	95.6%	2	4.4%	45	1.977
S6	40	88.9%	5	11.1%	45	1.909
S7	44	97.8%	1	2.2%	45	2.000
S8	41	91.1%	3	6.7%	45	1.932
Average variable answer Competency level						1.963

Competency level variables obtained from the answers of 45 respondents, with average respondents' answers overall is 1,963 which shows the tendency of answers respondents variable competency level that is Yes.

Table 3. description answer Respondents to variable work profesion

Items	Yes		Not		Total	Average
	F	%	F	%		
S9	42	93.3%	3	6.7%	45	1.955
S10	36	80.0%	9	20.0%	45	1.818
S11	42	93.3%	3	6.7%	45	1.955
S12	41	91.1%	4	8.9 %	45	1.932
S13	44	97.8%	1	2.2%	45	2.000
S14	39	86.7%	6	13.3%	45	1.907
S15	43	95.6%	2	4.4%	45	1.977
S16	42	93.3%	3	6.7%	45	1.955
S17	30	66.7%	15	33.3%	45	1.682
S18	38	84.4%	7	15.6%	45	1.864
S19	43	95.6%	2	4.4%	45	1.977
S20	44	97.8%	1	2.2%	45	2.000
S21	44	97.8%	1	2.2%	45	2.000
S22	34	75.6%	11	24.4%	45	1.773
Average variable answer Work profesion						1.914

The average work profesion variable obtained by the respondent's answer as a whole was 1,914 which showed the tendency of the respondent's answer to the professional work variable.

Table 4. Description of Respondent's Answer to a Work Performance variable

Items	Yes		Not		Total	Average
	F	%	F	%		
S23	43	95.6%	2	4.4%	45	1.977
S24	43	95.6%	2	4.4%	45	1.977
S25	39	86.7%	6	13.3%	45	1.886
S26	39	86.7%	6	13.3%	45	1.886
S27	42	93.3%	3	6.7%	45	1.955
S28	43	95.6%	2	4.4%	45	1.977
S29	32	71.1%	13	28.9%	45	1.762
S30	33	73.3%	12	26.6%	45	1.750
S31	42	93.3%	3	6.7%	45	1.955
S32	44	97.8%	1	2.2%	45	2.000
S33	40	88.9%	5	11.1%	45	1.909
S34	27	60.0%	18	40.0%	45	1.614
Average variable answer work performance						1.893

The variable level of achievement obtained by the average respondent's overall answer was 1.893 which shows the tendency of respondents to answer professional work variables, namely Yes.

B. Test Result Statistics

Table 5. Summary table of relationship analysis with spearman

Competency level	Work performance										Total	
	Very good		not Bad		Pretty good		good		Excellent			
	F	%	F	%	F	%	F	%	F	%	F	%
Low Competency	1	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.2%
High Competency	0	0.0%	0	0.0%	1	2.2%	6	13.3%	37	82.2%	44	97.8%
Total	1	2.2%	0	0.0%	1	2.2%	6	13.3%	37	82.2%	45	100.0%
p-value = 0.009, $\alpha = 0.050$, p-value < α , r = 0.384												

Based on the results of spearman correlation in table 5 above The relationship between competency level and work performance is seen by spearman correlation analysis, obtained p-value value that is less than α ($0.009 < 0.050$), decision H_0 rejected. Then it can be concluded that there is a significant relationship between the level of competence and work performance. The correlation coefficient obtained is 0.384, which means the relationship between competency level and work performance falls into the relationship of sufficient categories. Seen from table 9 shows the most frequency at the competency level of the high competency category with excellent category work performance as many as 82.2% of respondents.

Table 6. Summary table of relationship analysis with spearman

Work profesion	Work performance						Total	
	Very good	not Bad	Pretty good	good	Excellent		F	%
Low	1	0	0	0	0		1	2.2%
Professional								
High	0	0	1	6	37		44	97.8%
Professional								
Total	1	0	1	6	37		45	100.0%

p-value = 0.009, $\alpha = 0.050$, p-value < α , r = 0.384

Based on the results of spearman correlation in table 6 above the relationship between Work profesion and work performance seen by spearman correlation analysis, obtained p-value value that is less than α ($0.009 < 0.050$), decision H_0 rejected. So it can be concluded that there is a significant relationship between professional work and work achievement. The correlation coefficient obtained is 0.384, which means the relationship between professional Work and work performance falls into the relationship of sufficient categories. Seen from table 10 shows the most frequency in the work profesion high professional category with excellent category work performance as many as 82.2% of respondents.

Discussion

A. Results of Identification of Competency Level of Health Workers in Tirtoyudo Health Center Malang Regency

In table 2 competency level variables obtained from the answers of 45 respondents, the average answer of respondents as a whole is 1,963 which shows the tendency of respondents' answers to competency level variables, namely Yes. In accordance with the theory of Amstrong & Murlis (2016:83), competence as a fundamental characteristic of individuals causally relates to effectiveness or excellent performance. And also according to Wahjosumidjo (2018:24) competence is "Integrative routine task performance, which combines resources (capabilities, knowledge, assets and processes, both visible and invisible) that result in higher and competitive positions. In addition, Hutapea and Thoha (2018:28) revealed that there are four main components of competency formation, namely knowledge, ability, individual behavior, and work experience.

The results of this study are relevant to the previous research journal conducted by Syifa Silviana, Ede Surya Darmawan (2017) conducted a study on " Analisis Standar Kompetensi Tenaga Kesehatan di Rumah Sakit Bhakti Yudha Depok ". The results showed that soft skills, namely noble professionalism, self-awareness and self-development, as well as effective communication and hard skills that include information management, scientific foundation of science, clinical skills, and management of health problems and experience is very influential to the competence of health workers. In addition, there is also a research journal conducted by Nyimas Aisyah (2019) entitled " Analisis Kesesuaian Indikator terhadap Kompetensi Dasar Perawat di Puskesmas Dempo Palembang ", from the results of this study there is a conclusion that in developing indicators of achievement of nurse competence must develop and analyze in detail by synchronizing between (understanding, process, application) with skills or abilities owned. So that the competencies that will be achieved are at a higher level and the hierarchy of competencies will not overla

Based on the research journal related to the level of competence above can be concluded that

the better and appropriate coverage of competency indicators achieved by health workers, the higher the level of competence owned by health workers, so as to strengthen the same assumptions and opinions that with more knowledge, ability, behavior, and experience, the level of competence will also be better. With the research that I have done where the results obtained is the average answer of respondents as a whole is 1,963 which shows the tendency of respondents' answers variable competency level that is Yes, this shows that employees in Tirtoyudo health center has a good range of competency level indicators including knowledge (knowledge) broad, skills (skills) and individual behavior (attitude) good, as well as work experience (work experience) that accumulates so that it can be said that employees puskesmas tirtoyudo belongs to the category of employees who have a high level of competence.

B. Results of Identification of Professional Work of Health Workers in Tirtoyudo Health Center Malang Regency

In table 3 professional work variables obtained from the answers of 45 respondents, the average answer of respondents as a whole is 1,914 located close to 2 (Yes) which indicates the tendency of respondents' answers to professional work variables, namely Yes. According to Schein, E.H. Profession is a collection or set of work that builds a very special set of norms derived from its special role in society. Professionalism comes from the word profession which means to relate to the profession and requires special cleverness to carry it out. While in the dictionary of foreign absorption words in Bahasa Indonesia, written by J.S. Badudu (2018), the definition of professionalism is the quality, quality, and action of horns that are characteristic of a profession or characteristic of a professional person. Criteria or indicators of assessment of a profession or good work profession that is based on specific behavior described by (Gomes :19) is Quantity of work, Quality of work, Creativeness, Cooperation, Dependability, Initiative, Personal quality.

According to the results of previous journal research conducted by Maria Hyacintha Hapsari (2018) conducted research on " Analisa Pengaruh Kompetensi Profesional Dan Burnout Kerja Terhadap Prestasi Kerja Dengan Perceived Organizational Of Support Sebagai Variabel Moderating ". The results showed that the variable of professional competence as a moderation variable between competence to work performance has a strengthening nature where it is supported by creativity and quality of work. If the Quality of work and Creativeness felt by employees is good, then the employee is said to be professional. Meanwhile, the research conducted by Abidin Djalla (2018) entitled " Faktor-Faktor Yang Mempengaruhi Profesionalisme Petugas Kesehatan Di Puskesmas Baroko Kabupaten Enrekang ". The results of this study also explained that the results of bivariate analysis of work experience variables showed that the influence of work experience on professionalism had a strong correlation of influence of 0.094. This means that work experience affects the professionalism of health workers in Baroko Health Center.

Based on research journals related to professional work and professionalism above can be concluded that the better and appropriate coverage of professional work indicators achieved by health workers will have a greater influence on the work profession owned by health workers. In addition, researchers also conducted research that aims to identify the work profession health workers in the Public Health Center, where the results obtained is the average answer of respondents as a whole is 1,914 which shows the tendency of the respondent's answer variable work profession namely Yes, this shows that employees in the Tirtoyudo Public Health Center has a good coverage of professional work indicators. With the achievement of the coverage of health workers indicators identify that the work of professional health workers in Tirtoyudo Health Center is good and can be called a health worker who has a high level of professional.

C. Results of Identification of Work Performance of Health Workers in Tirtoyudo Public Health Center Malang Regency

In table 4 work performance variables obtained from the answers of 45 respondents, the average answer of respondents as a whole is 1,893 located close to 2 (Yes) which indicates the tendency of respondents' answers to variable work performance that is Yes. According to Hasibuan, (2016:94), work performance is a work that employees achieve in carrying out tasks charged to him based on proficiency, experience, and sincerity and time. Cooper (quoted from Baharuddin et al, 2019:59) said that work performance is the level of execution of tasks achieved by a person, unit, or division using existing abilities and established boundaries to achieve the objectives of the organization. Where the indicators of work performance according to Sutrisno (2017:152) are as follows: work results, work knowledge, initiative, mental dexterity, attitude, time discipline and attendance.

From the description above in accordance with the research journal conducted by Kusma Maringan (2016) conducted research on " Pengaruh Tingkat Pendidikan, Sikap Kerja Dan Keterampilan Kerja Terhadap Prestasi Kerja Karyawan PT. Wahana Sumber Lestari Samarinda ". The results of the tests conducted in this study on the variables of education level and work achievement showed that the level of education had a positive and significant effect on work performance. The higher the level of education owned by PT employees. Wahana Sumber Lestari Samarinda, the more improved the performance of his work. In addition, there is also a research journal conducted by Cut Nizma (2017) entitled " Pengaruh Pelatihan dan Karakteristik Pekerjaan Terhadap Prestasi Kerja Perawat di Badan Pelayanan Kesehatan Rumah Sakit Umum Daerah Langsa ", from the results of this study there is a conclusion that training and work characteristics consisting of the significance of duties, autonomy and feedback simultaneously have a significant effect on the work performance of nurses in the Public Hospital Health Service Agency Langsa County. This means that training and job characteristics consisting of the significance of duties, autonomy and feedback are indispensable in supporting the work performance of nurses in the Health Service Agency of Langsa Regional General Hospital.

Basically the measure of an employee's success can be known through his work performance, which can be obtained from his/her work performance assessment (Performance Appraisal). This assessment of work performance is basically one of the key factors to develop an organization effectively and efficiently including health workers. The step of conducting an assessment of work performance means that an agency has made good use of the human resources in the agency. There are several methods of assessing work performance that can be used. Usually leaders choose methods that will minimize conflicts with employees to be assessed, provide feedback to employees who will be assessed relevantly and help achieve agency goals. So to identify in detail the level of achievement of personnel in Tirtoyudo Health Center, researchers have conducted research whose results can be concluded that the better and appropriate coverage of work performance indicators achieved by health workers will have a greater influence on the work performance owned by health workers. In addition, researchers also conducted research that aims to identify the work of health workers in the Public Health Center profession, where the results obtained is the average answer of respondents as a whole is 1,893 which shows the tendency of respondents' answers variable work performance is Yes. This shows that employees in tirtoyudo health center have a good level of achievement, proven by the achievement of indicators of work performance including satisfactory work results, good work knowledge, attitude, good discipline, so it can be said that puskesmas tirtoyudo employees fall into the category of employees who have good performance.

D. Results of Analysis of The Relationship of Competency Level of Health Workers to Work Performance in the Area of Tirtoyudo Public Health CenterMalang Regency

In table 5 the relationship between competency level and work performance is seen by spearman correlation analysis, obtained p-value value that is smaller than α ($0.009 < 0.050$), H_0 decision is rejected. Then it can be concluded that there is a significant relationship between the level of competence and work performance. The correlation coefficient obtained is 0.384, which means the relationship between competency level and work performance falls into the relationship of sufficient categories. Seen from table 5 shows the most frequency at the competency level of competent category with excellent category work performance as many as 82.2% of respondents.

According to Ilham (2017:85) competence is the basic basis of people's characteristics and indicates how to behave or think, equalize situations, and support for long periods of time. Sanusi (2018:93) says that competence is the overall knowledge, skills, behaviors, and attitudes displayed by people who are successful in performing a task with work achievements. According to Amstrong (Moeheriono, 2019:6) competence is the action dimension of the task, where it is used by employees to complete their work tasks satisfactorily and what employees provide in different forms and levels of performance. Larkin and Schweikart (2016) surveyed the Relationship between Professionalism and Satisfaction, whose results showed that work performance is related to job satisfaction and commitment to the organization. Work performance is closely related to the purpose, as a result of one's work behavior. Work performance as a result of the pattern of actions taken to achieve the objectives in accordance with the standards of achievement, qualitative and quantitative, which have been determined by individuals personally and by the company where the individual works

The results of this study are relevant to the previous research journal conducted by Rike Gussanti Handayani Nasution, Rahmi Fahmy, Emil Huriani (2019) conducted a study on " Analisis hubungan Kompetensi terhadap Kinerja Perawat Puskesmas di Kabupaten XYZ Sumatera Barat ". The results showed that there is a significant relationship between the level of competence to the performance of Public Health Center Nurses in XYZ District, West Sumatra. In addition, there is also research conducted by Khusnul Khotimah (2016) entitled " Analisis Kompetensi dan Kapabilitas terhadap Kinerja Tenaga Promosi Kesehatan Puskesmas di Kota Palembang ", from the results of this study that competence is very significant ($p = 0.000$) and shows a strong and positive pattern ($r = 0.509$) with performance. It means that it can be concluded that the higher the competence, the better the level of achievement.

Based on some of the explanations above, it can be concluded that the work performance is the result achieved by a person according to the size applicable to the work in question. Compared to productivity, work performance is narrower in nature, which is only about what a person produces from his or her work behavior. Each person's work performance is different in a certain situation, it is due to the difference in characteristics of the individual, and also the same person can produce different work performance in different situations. Based on the test results there is a significant relationship between competency level and work performance. This means that competence itself affects the performance of health workers means that the higher the level of competence of health workers, the better the performance of work. This competency is a combination of knowledge, skills, behavior, and attitude. In achieving the achievements of good health workers Tirtoyudo Public Health Centerhealth workers certainly have knowledge, and high skills so as to facilitate employees in carrying out and completing work in the workplace. From the results of the research that has been conducted, there is a significant relationship between the level of competence and work performance. The correlation coefficient obtained was 0.384 with the most frequency at the

competency level of the competent category with excellent category work performance of 82.2% of respondents, which means the relationship between competency level and work performance belongs to the very good category relationship. It means that the better the competence of employees will be the higher the work performance achieved. The influence of competence on work performance indicates that the competence possessed by an employee determines the level of work performance of the employee. So it can be concluded that there is a link between the Level of Competence of Health Workers To Work Performance In the Region Of Public Health Center Tirtoyudo Malang Regency.

E. Results of Analysis of Professional Work Relations of Health Workers to Work Performance In The Area of Tirtoyudo Public Health Center Malang Regency

Based on table 6 relationship between work profession and work performance seen with spearman correlation analysis, obtained p-value value smaller than α ($0.009 < 0.050$), decision H_0 rejected. So it can be concluded that there is a significant relationship between professional work and work achievement. The correlation coefficient obtained is 0.384, which means the relationship between professional Work and work performance falls into the relationship of sufficient categories. Seen from table 10 shows the most frequency in professional category work with excellent category work performance as many as 82.2% of respondents.

The results of the above research in accordance with the opinions of some experts on the relationship of work profession or professionalism to work performance, according to Larkin and Schweikart suggest that employee performance is influenced by professionalism and work motivation is the willingness of individuals to use high efforts in a positive effort to achieve the company's goals and meet its needs. If the demands of work imposed on the individual are not in accordance with the ability (ability) then performance is expected to be difficult to achieve. Handoko (in Karim, 2018;516) also stated that work performance is a process through which organizations evaluate or assess employee performance, and this activity can improve decisions from personnel and provide feedback to their employees about the implementation of their work. Gomes (in Ratnasari, 2016;43) suggests the definition of work performance is output, efficiency, and effectiveness often associated with productivity.

This is in accordance with the previous research journal conducted by Marwan N.M. Martak (2016) conducted a study on " Analisis Pengaruh Profesionalisme Dan Komitmen Organisasi Terhadap Prestasi Kerja Melalui Kepuasan Kerja Pada auditor Kantor Akuntan Publik Di Surabaya ". The results showed in the fourth hypothesis test can be known that professionalism has a direct and significant effect on work performance. The attitude of professionalism of work is shown by the dedication of employees in the profession and a sense of concern for the work to do the best has a great relationship with work performance, the attitude of professionalism of work will produce optimal quality work. Based on the results of research conducted by Jhon (2016) entitled " Pengaruh Profesionalisme Kerja Terhadap Prestasi Pegawai Pada Kantor Camat Helvetia Kota Medan ". It can be concluded that there is an influence of professionalism of work or professional work on the performance of employees' work.

This can be interpreted as having a significant impact on employee performance. If the more professional or the better the professional work that employees have in working, then the better performance. This condition occurs because a person who is professional in work will have a high dedication to his profession which is shown by using his knowledge and skills to work well so as to achieve a good level of achievement. Based on the test results, it is known that professional work has a relationship to work performance. This is supported and strengthened by spearman correlation test that has been conducted where the relationship between work profession and work performance is seen by spearman correlation analysis,

obtained p-value value that is less than α ($0.009 < 0.050$), decision H_0 rejected. So it can be concluded that there is a significant relationship between professional work and work achievement. The correlation coefficient obtained is 0.384, which means the relationship between work profession and work performance is included in the relationship category is sufficient, which means the more professional or better the professional work of the employee will be the higher the work performance achieved. The influence of professional work on work performance indicates that the professionalism or professional work owned by an employee determines the level of work performance of employees in Tirtoyudo Health Center. So there is a link between work professional health workers against work performance in the area of Tirtoyudo Public Health Center Malang.

CONCLUSION

1. Employees at Tirtoyudo Health Center fall into the category of highly competent employees.
2. Employees at Tirtoyudo Public Health Center fall into the category of employees who have a high level of professional.
3. Employees in Public Health Center fall into the category of employees who have good performance.
4. There is a significant relationship between the Competency Level of Health Workers on Work Performance in the Tirtoyudo Health Center area, Malang Regency.
5. There is a significant relationship between the Work Profession of Health Workers on Work Performance in the Tirtoyudo Health Center area, Malang Regency.

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