

GAMBARAN SERTA PERBANDINGAN JOB ANALYSIS DANAS KESEHATAN KABUPATEN DONGGALA DAN
PENERAPAN JOB ANALYSIS

*DESCRIPTION AND COMPARISON ON JOB ANALYSIS AT THE REGIONAL DEPARTMENT OF HEALTH,
DONGGALA REGENCY BY APPLYING JOB ANALYSIS*

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ABSTRAK

A great change in the delegation of authority to the region is based on decentralization and law No.22/1999 and Permenkes Decree causing a merger at the Health Office in Donggala regency. Restructuring is done due to the addition of structural posts and therefore job analysis is necessary. The job analysis consists of job specification and job description which become the basis for recruitment, selection, and placement.

The aim of the study was to get a description and comparison between job analysis and its application.

The study was a descriptive case study.

The results of the study indicate that the establishment of the organization structure at the Health Office in Donggala regency as well as the job analysis comprising the main task and function is still based on PP No.8/1984. The post requirement is based on rank. Recruitment is carried out by the head of the office and *Baperjakat* team. The selection process is carried out by the office head by making a draft and decided by the regent; whereas, the placement is left to office head.

The application of job analysis is made based on human resources book by Wether and Daves and other internet sources.

The placement of personnel is done without selection and training. Therefore, it can be concluded that the job analysis at the health Office in Donggala regency has not been carried out according to its application.