



Transformation of Coass Education (Reviewed from the Perspective of Modern Management at Puskesmas Baki Sukoharjo)

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Abstract

Educational institutions, especially Islamic education must play an active role in developing potential. However, the Islamic education system in Indonesia today is still questioned about the position and competence of its graduates. Therefore, Islamic education institutions must improve. One of the good improvement efforts to be done is on the strategic management and transformation of Islamic education. The purpose of this study is to determine the transformation of coass education in terms of management perceptions at the Baki Sukoharjo health center. The method used is descriptive qualitative, because the author intends to obtain an overview of the management of the implementation of coass education in PKM Baki. The techniques used are observation, interview and documentation. The results showed that coass education during the guidance period was still encountered many obstacles, due to the lack of human resources (human resources) so that many personnel were not competent to be made educational personnel. The data in PKM Baki contains educational personnel or supervisors: general practitioners 5 people, nurses 7 people and midwives 14 people. But the problems encountered cannot be used as a reason to guide, namely the doctors who have carried out the s2 level are only one person, while the others have not carried out s2 lannjutan studies. Thus, it can affect the learning and teaching process at PKM. There needs to be an equalization of education that will become educational personnel and must be given training in accordance with management theory related to management at PKM Baki.

Keywords: *Educational Transformation; Coass; Modern Management; PKM (Community Health Center)*

Introduction

In the development of the world of education which is full of innovation, as in Law No. 20 of 2003 concerning the National Education System, Educational Institutions need careful and continuous preparation in organizing education in order to achieve maximum educational goals. Education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual power, self-control, personality, intelligence, noble character, as well as the necessary skills of themselves, society, nation and State.

Educational institutions, especially Islamic educational institutions must play an active role in developing that potential. However, the Islamic education system in Indonesia today is still questioned about the position and competence of its graduates, who are not able to compete with the quality of graduates of other institutions who really pay attention to educational problems. Therefore, Islamic education institutions must improve. One of the good improvement efforts to be done is on the strategic management and transformation of Islamic education. The word management is a translation of the English word "to manage" which means to manage. The word manage has broad meanings such as organizing, directing, controlling, handling, and executing and leading (Sugiyono, 2013:27). According to Hersey and Blanchard (2001:3) (in Sugiyono, 2013:27) posits management as "management is working with and through individuals and growth to accomplish organizational goals" while Stoner (1992:8) posits that management as a process of planning, organizing, directing and supervising the efforts of members of the organization and the use of other organizational resources in order to achieve the organizational goals that have been set. Management is defined as the process of holding, organizing, and utilizing various resources that are considered important to achieve a goal. Furthermore, management is the entire process of activities carried out by a group of humans in an organizational system using all resources to achieve goals effectively and efficiently (Suherman, 2007: 35).

Meanwhile, strategy management is defined as "the art and knowledge in formulating, implementing, and evaluating cross-functional decisions that enable an organization to achieve its goals". Furthermore, everything (2011:129) explains that strategy management is "a systematic approach to a management responsibility, conditioning the organization to a position that is ensured to achieve goals in a way that will ensure continued success (David, 2009:5). From the definition that has been put forward above, it can be explained that strategy management is a series of managerial decisions and actions that determine the performance of the company (place of education) in the long term, which focuses on efforts to integrate management, marketing, finance / accounting, production / operations, research and development, and computer information systems to achieve organizational success.

In the field of education, Siagian (2012: 27) puts forward strategy management as: A dynamic process carried out by educational organizations that takes place continuously which gives birth to strategies and a series of effective and efficient decisions in producing educational products or outputs that are able to display high performance and achievements, in accordance with organizational goals, namely the achievement of the vision and mission. It can be concluded that strategy management is a set of managerial decisions and actions that determine the performance of a company (place of education) in the long term, which focuses on efforts to integrate management, marketing, finance/accounting, production/operations, research and development, and computer information systems to achieve organizational success.

The transformation can be said to be a complete or complete change and covers all aspects until it becomes something new altogether like the change from a caterpillar to a butterfly. In relation to any organization, organization, then a transformation is an integrated change that is carefully planned and implemented in a devout manner *azaz* (consistently). The organizational transformation program is more of a strategic decision and effort so it is closely related to corporate / organizational strategy. In addition, transformation must be carried out in an effort to support the achievement (realization) of a vision and mission.

Medical education is a lecture process from the beginning of entry at the Faculty of Medicine until before or ending at the graduation of a medical graduate and then followed by practice in a hospital or health center. The trip is not easy and takes approximately 6 to 7 years. After medical students obtain a medical diploma during their 4-year studies, they will then practice *coass* or *co-assisten* as young doctors in hospitals or in health centers for approximately 2 years.

A coass (pronounced co-as) or co-assistant is a student who is still in the educational stage of fulfilling competencies before being declared or sworn in as a doctor. A teaching hospital is a general hospital that a medical or dental faculty uses in fulfilling part or all of its curriculum in aiding achievement as a physician. Stages of education of a doctor, must pass through at least three stages of education. In other words, the concept rather than this theory is flexible with the development of the world. Modern management develops in two schools: The first stream is the development of a stream of human relationships known as Organizational Behavior. The second stream is built on a scientific basis known as the Quantitative stream. First, organizational behavior is characterized by new views and opinions about human behavior and social systems.

The Basic Principles are 1) Management cannot be viewed as a strictly engineering process (roles, procedures and principles). 2) Management should be systematic; its approach should be with conservative considerations. 3) The organization as a whole and the approach of individual managers to supervision should be appropriate to the situation. 4) A motivational approach that results in workers' commitment to organizational goals is urgently needed. Second, quantitative flow is the development of scientific management.

This flow is characterized by the development of an important research operational team in decision making for solving industrial problems. These research operational procedures are then formalized and referred to as scientific management streams. Scientific management techniques are used in many activities such as capital budgeting, cash flow management, production scheduling, product strategy development, human resource development program planning, maintaining optimal inventory levels and so on.

During the 2-year coass practice, students only take one month, even if they have to be deducted from the time off or red date, so that students do not get one month full. Therefore, whether only taking a one-month practical time an understanding of practice at PKM (Community Health Center) can be obtained optimally, not to mention human resources (Human Resources) who do not have adequate competence based on existing strata education, facilities and infrastructure that have not been standardized based on national accreditation.

Students who practice at PKM (Community Health Center) with a very short time may have a bad impact on the learning process and student understanding of medical practice problems. It also has an impact on the administration of daily activities at the PKM (Community Health Center), so that the work of administrators experiences obstacles in various activity programs. The guidance handed over to the edukatip staff at PKM (Community Health Center) which in fact is still not all uniform educational background, raises confusion in providing guidance to students. There are still supervisors who have not taken the S2 strata have been deployed to support student guidance. There are even supervisors who are nurses and midwives who are assigned the task of accompanying students for learning.

The facilities and infrastructure available at PKM (Community Health Center) are also not entirely reliable to support the practice of medical students. Sometimes these facilities are no longer in accordance with the development of modern times to support student practice. These tools can only be used by medical personnel who are accustomed and trained to use tools that are recorded as old models. Based on the above, the author would like to contribute a solution to the problem solving the problem by combining classical, neoclassical and modern theories of management theory. So that a policy will be obtained that can solve problems that concern students, human resources / educational personnel, PKM (Community Health Center) administration and medical faculties in collaboration with PKM Baki.

Based on the background above, the researcher aims to explain the problem of coass education for 2 years which has gained a place to practice at the Baki health center in the perspective of modern management. The theory, which has been developed since 1950, states that an organization is not a closed

system related to a stable environment, but an organization is an open system that must adjust to changes in its environment.

Research Methods

Based on the above, the author would like to contribute a solution to the problem solving the problem by combining classical, neoclassical and modern theories of management theory. So that a policy will be obtained that can solve problems that concern students, human resources / educational personnel, PKM (Community Health Center) administration and medical faculties in collaboration with PKM Baki. Based on the background above, the researcher aims to explain the problem of coass education for 2 years which has gained a place to practice at the Baki health center in the perspective of modern management. The theory, which has been developed since 1950, states that an organization is not a closed system related to a stable environment, but an organization is an open system that must adjust to changes in its environment.

Results and Discussion

Coass is a student who is still in the stage of medical education in fulfilling competencies before being sworn in as a doctor. A teaching hospital is a general hospital that a medical or dental faculty uses in fulfilling part or all of its curriculum in aiding achievement as a physician. PKM or community health center is an institution under the health office engaged in the health sector with preventive, promotive purposes and located in the sub-district area.

The existence of coass in PKM Baki is one of the collaborative programs between the Sukoharjo Health Office and the FK UMS (Faculty of Medicine, Muhammadiyah University of Surakarta) for approximately one month. Guidance is carried out in the emergency room, delivery room and outpatient clinic poly, those who receive guidance duties are general practitioners, nurses and midwives.

Guidance here still encounters many obstacles, because of the lack of human resources so that many personnel are not competent to be made educational personnel. From the data in PKM Baki, there are educational personnel or supervisors: 5 general practitioners, 7 nurses and 14 midwives. But there is a problem that cannot be used as a reason to guide, namely the doctors who have the S2 level are only one person, while the others are not yet S2.

For midwives and nurses, they are also still S1 and some are even still D3, this will affect the learning and teaching process at PKM. There needs to be an equalization of education that will become educational personnel and must be given training in accordance with management theory related to management at PKM Baki. Likewise, according to the neo-classical management theory put forward by his character, Hugo revealed that to achieve increased productivity in work, it can be done in 3 ways, the discovery of the best possible person, the creation of the best possible work, the use of the best possible effect to motivate employees This can also be applied in choosing or selecting human resources as educational personnel for coass guidance.

Scientific management techniques are used in many activities such as capital budgeting, cash flow management, production scheduling, product strategy development, human resource development program planning, maintaining optimal inventory levels and so on. This is a support from modern management theory which also discusses the development of human resources which are used as a handle in selecting educational personnel.

In this case, it is necessary to re-select human resources based on educational background criteria that refer to the educational curriculum, that those who teach S1 must have an education level above it or

S2. Here highlights especially the educational personnel who come from paramedics, namely some doctors, nurses and midwives who do not have an S2 education level. To fulfill this, it should be from the leadership of PKM or from the Health Office of Sukoharjo Regency to provide motivation and facilities so that their supervisors take higher education. If you need to be given a scholarship to take his education.

Facilities and infrastructure must be good and complete so that the coass practice process can be more comfortable and in accordance with the national medical education curriculum. Facilities and infrastructure should be provided properly with the coas, in connection with classical management theory, the procurement of tool tools must refer to the rules, including the following: 1) Planning is determining the target of the tool to be raised. 2) Organizing is establishing where decisions will be made, who will carry out tasks and work, and who will work for what. 3) Leading is giving employees the inspiration and motivation to strive for success. 4) Controlling (controlling) is monitoring the progress of achieving goals and taking correlation actions whenever needed. Thus, almost all management theories support management policy making in PKM Baki, for the implementation of coas education practice cooperation in order to improve the quality of medical education in Indonesia.

Conclusion

For the continuity of medical education in Indonesia, and improving the quality of education, those of us in PKM must maximally provide support and provide facilities and infrastructure to coass in order to achieve optimal quality education to be in accordance with the goals of National Education. It is very appropriate if an Educational Institution continues to prioritize and implement strategic management and educational transformation so that the quality of its graduates is in accordance with community expectations. The form of support for the coass education process or young doctors who gain their knowledge at PKM must start from educational personnel at PKM who are required to have a higher and competent level of education. The procurement of new and sophisticated tools is very necessary so that coass does not lag behind the medical instrument technology that keeps up with the times according to the Indonesian medical education curriculum.

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