

**Penerapan Standar Operasional Pelatihan Kepada Tenaga Kerja Kesehatan
Di UPTD BKOM PELKES Prov.Sumbar.**

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ABSTRAK

Penelitian ini bertujuan untuk mengkaji implementasi Standar Operasional Pelatihan (SOP) bagi tenaga kerja kesehatan di UPTD BKOM PELKES Provinsi Sumatera Barat, serta mengidentifikasi berbagai hambatan yang muncul dalam proses pelaksanaannya. Penelitian menggunakan pendekatan deskriptif kualitatif dengan teknik pengumpulan data melalui wawancara dan studi dokumentasi. Hasil penelitian menunjukkan bahwa penerapan SOP telah mencakup seluruh tahapan pelatihan, mulai dari perencanaan, pelaksanaan, hingga evaluasi. Namun, efektivitas implementasi masih terhambat oleh kurangnya sosialisasi SOP, keterbatasan sumber daya manusia, serta belum optimalnya proses monitoring dan evaluasi secara menyeluruh. Penelitian ini menyimpulkan bahwa meskipun struktur SOP telah tersedia, diperlukan penguatan dari sisi pemahaman teknis, pelatihan internal, serta sistem evaluasi berkelanjutan guna meningkatkan mutu pelatihan tenaga kesehatan secara menyeluruh dan berkesinambungan.

Kata Kunci: Standar Operasional Pelatihan, Tenaga Kesehatan, UPTD BKOM PELKES, Evaluasi, Implementasi.

Implementation of Standard Operating Procedures in Training for Healthcare Workers at UPTD BKOM PELKES West Sumatra Province.

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ABSTRAK

This study aims to examine the implementation of Standard Operating Procedures (SOP) in training healthcare workers at UPTD BKOM PELKES of West Sumatra Province and to identify various challenges that arise during its implementation. The research employs a descriptive qualitative approach with data collected through interviews and document analysis. The findings indicate that the SOP has been applied throughout all stages of training, including planning, implementation, and evaluation. However, the effectiveness of implementation is hindered by limited dissemination of SOPs, insufficient human resources, and the suboptimal execution of monitoring and evaluation processes. The study concludes that although the SOP structure is already in place, there is a need to strengthen technical understanding, conduct internal training, and establish a continuous evaluation system to enhance the overall quality and sustainability of healthcare worker training.

Keywords: Training Standard Operating Procedures, Healthcare Workers, UPTD BKOM PELKES, Evaluation, Implementation.