

Kesesuaian Implementasi Kebijakan Bantuan Pendanaan Pendidikan Dokter Dan Dokter Gigi Kementerian Kesehatan Republik Indonesia

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Deskripsi Lengkap: <https://lib.fkm.ui.ac.id/detail.jsp?id=139582&lokasi=lokal>

Abstrak

Penelitian ini bertujuan untuk mengevaluasi kesesuaian implementasi kebijakan Bantuan Pendanaan Pendidikan Kedokteran dan Kedokteran Gigi Kementerian Kesehatan Republik Indonesia berdasarkan Peraturan Menteri Kesehatan Nomor 37 Tahun 2022. Melalui pendekatan kualitatif dengan teknik pengumpulan data berupa wawancara mendalam dan telaah dokumen, penelitian ini bertindak sebagai evaluasi formatif untuk mendeteksi bottleneck saat kebijakan sedang berjalan. Hasil penelitian menunjukkan tingkat kesesuaian yang asimetris. Implementasi pada tahap hulu (pusat dan kampus) berjalan sangat efektif; sistem seleksi berhasil memitigasi elite capture dengan memprioritaskan "Putra Daerah", dan mutu akademik lulusan terbukti sangat baik. Namun, implementasi pada tahap hilir mengalami deviasi struktural. Dari 257 lulusan, baru 125 yang didayagunakan, sementara sisanya terjebak dalam Time Lag Constraint akibat antrean magang (internship) nasional dan dinamika transisi politik lokal. Kendala utama pendayagunaan berakar pada benturan regulasi ketatanegaraan amanat penempatan Kemenkes berbenturan dengan larangan UU ASN Nomor 20 Tahun 2023 yang melahirkan kebijakan "Unfunded Mandate" bagi daerah. Hal ini memicu ketiadaan insentif, minimnya sense of belonging dari Pemerintah Daerah, pergeseran penempatan dari Puskesmas ke RSUD berstatus BLUD, serta masifnya GAP kekosongan akibat bias geografis pelamar. Penelitian ini merekomendasikan kerangka "Grand Design Retensi Tenaga Medis" yang mencakup: elevasi hierarki regulasi menjadi Perpres/SKB untuk menjamin afirmasi ASN berbasis merit, earmarking Dana Alokasi Umum (DAU), penerapan fast-track internship, eksekusi "SIP Menteri", serta jaminan prioritas beasiswa spesialis (PPDS) untuk menembus bias geografis.

This study aims to evaluate the implementation conformity of the Medical and Dental Education Funding Assistance policy by the Ministry of Health of the Republic of Indonesia based on the Minister of Health Regulation Number 37 of 2022. Utilizing a qualitative approach with in-depth interviews and document reviews, this study serves as a formative evaluation to detect operational bottlenecks. The results indicated an asymmetrical conformity. The upstream implementation (central government and universities) was highly effective; the selection system successfully mitigated elite capture by prioritizing local candidates (Putra Daerah), and the academic quality of the graduates proved to be excellent. However, the downstream implementation faced significant structural deviations. Out of 257 graduates, only 125 have been deployed, while the rest are trapped in a Time Lag Constraint due to the national internship queue and local political transitions. The main deployment bottleneck stems from a regulatory clash the Ministry of Health's deployment mandate conflicts with the State Civil Apparatus (ASN) Law No. 20 of 2023 creating an "Unfunded Mandate" for local governments. This has led to the absence of financial incentives, a lack of sense of belonging among local governments, a shift in placements from Primary Healthcare Centers (Puskesmas) to Regional General Hospitals (RSUD), and massive vacancy gaps exacerbated by applicants' geographical bias. This study recommends a "Grand Design for Medical Personnel Retention" framework, which includes: elevating the

regulatory hierarchy into Presidential Decree/Joint Ministerial Decree to ensure merit-based ASN affirmation, earmarking the General Allocation Fund (DAU), implementing a fast-track internship, executing the "Ministerial SIP", and guaranteeing priority quotas for specialist scholarships (PPDS) to break the geographical bias.</div>