

**POLITEKNIK KESEHATAN TANJUNGPINANG**  
**PROGRAM STUDI KESEHATAN GIGI**  
**PROGRAM DIPLOMA TIGA**  
Karya Tulis Ilmiah, 07 Juni 2022

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**FAKTOR-FAKTOR YANG MEMPENGARUHI REKRUTMEN DOKTER  
GIGI DI PUSKESMAS**

xiv + 31 halaman + 1 tabel + 2 gambar

**ABSTRAK**

Ketersediaan dokter gigi di Puskesmas masih tergolong rendah. Ketersediaan dokter gigi di puskesmas minimal terdapat satu orang, hal ini berlaku di puskesmas rawat inap ataupun non rawat inap, di wilayah kota, desa, ataupun di daerah yang sangat terpencil. Solusi untuk mengatasi rendahnya ketersediaan dokter gigi di puskesmas yaitu melakukan rekrutmen. Tujuan penelitian kepustakaan ini adalah untuk mengetahui faktor-faktor yang mempengaruhi rekrutmen dokter gigi di puskesmas. Hasil penelitian kepustakaan ini didapatkan bahwa faktor yang mempengaruhi rekrutmen dokter gigi di puskesmas yaitu meliputi kompensasi yang sudah sesuai, adanya penghargaan dan jenjang karir, dan kondisi kerja yang dinilai sangat berat dan faktor lingkungan yang terpencil.

**KATA KUNCI** : Rekrutmen, Dokter Gigi, Puskesmas  
**DAFTAR BACAAN** : 8 (2013-2021)

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**FACTORS AFFECTING THE RECRUITMENT OF DENTISTS IN  
HEALTH CENTER**

xiv + 31 pages + 1 table + 2 pictures

**ABSTRACT**

The availability of dentists at the Puskesmas is still relatively low. The availability of a dentist at the health center is at least one person, this applies in inpatient or non-inpatient health center, in urban, rural areas, or in very remote areas. The solution to overcome the low availability of dentists at the health center is to recruit. The purpose of this library research is to determine the factors that influence the recruitment of dentists at the health center. The results of this library research show that the factors that influence the recruitment of dentists at the health center are supporting factors which include appropriate compensation, awards and career paths, as well as getting further education promotions and inhibiting factors for the dentist recruitment process, namely working conditions which are considered very heavy and remote environmental factors.

**KEYWORDS** : Recruitment, Dentist, Health Center  
**READING LIST** : 8 (2013-2021)