Determinants of Health Workers' Performance in Finding New Cases of Pulmonary TB by Contact Investigation (Case Study: In Pidie)

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ABSTRACT

Introduction: Determinants of performance is a determinant factor in achieving the results of work in quality and quantity in performing their duties in accordance with the responsibilities given. The performance of health workers is influenced by many factors, and currently the most influential factor in Pulmonary TB case finding in Pidie district is unknown.

The study design was cross sectional analytic. The population in this research is 50 health workers implementing Pulmonary TB program. Sampling using Slovin formula, so as to get as many as 45 respondents. The sampling technique used is simple random sampling. The study was conducted in August 2022. The analysis used ordinal logistic regression with SPSS 16 software.

The results obtained from most of the puskesmas in Pidie Regency have good performance. This is indicated by the increase in new Pulmonary TB case finding rates. Based on the results of the correlation shows that the model ACHIEVE (Ability, Clarity, Help, Incentive, Evaluation, Validity, Environment) there are several variables that significantly affect the performance.

The dominant factors affecting performance are ability, key components of ability include education (guidance and training) and work experience and task- appropriate skills.

Suggestions that can be given to related offices are able to meet and facilitate laboratory equipment that is not yet complete, and need a specialist manager of Pulmonary TB program in Puskesmas. Increasing counseling, especially counseling in community groups by collaborating across sectors.

Objective: Analyzing the determinants of health workers' performance in the discovery of new cases of Pulmonary TB by contact investigation in Pidie district.

Material and Method: The method in this study applies quantitative observational analytics. In accordance with the formulation of the problem and objectives that have been described, this study intends to analyze the influence of independent variables on dependents. Independent variables or which means free in this study consist of ability, clarity, help, incentive, evaluation, validity, environment. While the dependent variable is the performance of health workers. This study measured the influence of determinants (ability, clarity, help, incentive, evaluation, validity, environment) on the performance of health workers in finding new cases of Pulmonary TB with contact investigations in Pidie Regency.

Result: It is known that most respondents aged 26-35 years

The results of this study support the opinion of Gibson 17) which states that one of the factors that can affect individual performance is experience, the more individual experience, the higher the performance. A similar opinion was expressed by Siagian 22) regarding individual experience in increasing work technical maturity, it means that the individual always learns lessons from the entire work or career journey so that he will be more reduce the number of mistakes it makes as many as 7 people (15.6%), aged 36-35 years as many as 17 people (37.8%), aged 46-55 years as many as 20 people (44.4%) and aged 56-65 years as many as 1 person (2.2%).

Based on gender, from table 4.2 above, most of the respondents were male as many as 26 people

(57.8%), a small number of female as many as 19 people (42.2%).

Based on education, from table 4.3 above, most respondents have D3 education as many as 33 people (73.3%) and a small number of respondents have S2 education as many as 1 person (2.2%), SPK as many as 4 people (8.9%), S1 as many as 7 people (15.6%). Based on length of work, from table 4.4 above, most respondents with a length of work for 10 years were 40 people (88.9%), a small part with a length of work of 5 years as many as 5 people (11.1%).

From table 4.5 above, most respondents were classified as good, positive and exceeded the target in the factors of ability, clarity, help, incentive, validity and performance. While the dominant environment is categorized as sufficient. Based on the final result, the most influential factor on performance according to partial test results is ability. However, clarity, help, evaluation and environment factors can also be used as priorities in policy making to improve the performance of health workers in finding new cases of Pulmonary TB.

Conclusion: Analysis of factors that influence (determinants) the performance of health workers in the discovery of new cases of Pulmonary TB with contact investigations in Pidie district has been discussed in chapter 4 and chapter 5, the following conclusions can be drawn:

1. The characteristics of respondents of health workers in the Pulmonary TB program in this study age and length of work affect performance. Recent gender and education had no effect on performance.

2. Most respondents are classified as good, positive and exceed targets in ability, clarity, help, incentive, validity and performance factors. While the dominant environment is categorized as sufficient.

3. The influence of determinants on performance:

a.   There is an influence of ability on performance, this study shows that the better the ability a person has, the better the performance of the person.

b.   Clarity affects performance. This research shows that the better the understanding and perception of the role of health workers in their work, the better the work results.

c.   There is an influence between help (organizational support) and performance. The facilities in the puskesmas are very helpful for officers in improving performance, so these facilities are very important in carrying out contact investigations to optimize the discovery of new cases of Pulmonary TB.

4. Based on the final result, the most influential factor on performance is ability. However, clarity, help, evaluation and environment factors can also be used as priorities in policy making to improve the performance of health workers in finding new cases of Pulmonary TB.

INTRODUCTION

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Place and Time of Research
Research Venues
The research was carried out in all working areas of Puskesmas in Pidie Regency, namely as many as 26 puskesmas.

Research Time
The study began August to September 2022.

Population and Research Sample
Research Population
Population is a totality of subjects to be studied in which there are special characteristics or qualities that have been determined by researchers in order to be studied and concluded (Sugiyono, 2010). The population in this study was all health workers who carried out the Pulmonary TB contact investigation program at the Pidie district health center. The number of officers is 50 health workers, 2 Puskesmas which only have 1 officer managing the Pulmonary TB program.

Research Samples
The sample is a member of the population that is extracted by taking into account population representation (Hastono, 2013). The sample to be used in this study is health workers who are considered representative of the population in all puskesmas in Pidie Regency. The number of samples obtained was 45 health workers.

Sampling Techniques
Sampling technique is a process in selecting and sorting those taken from the population and can represent them. The sampling technique used is total sampling, where all members of the population are used as research samples.

RESULT
It is known that most respondents aged 26-35 years as many as 7 people (15.6%), aged 36-35 years as many as 17 people (37.8%), aged 46-55 years as many as 20 people (44.4%) and aged 56-65 years as many as 1 person (2.2%).
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Based on the final result, the most influential factor on performance according to partial test results is ability. However, clarity, help, evaluation and environment factors can also be used as priorities in policy making to improve the performance of health workers in finding new cases of Pulmonary TB.

DISCUSSION

The low number of finding cases of Pulmonary TB in the region can be caused because the networking pattern still applies the old method, namely passive case finding. The results of a preliminary study in July 2022 at the Pidie Regency Health Office and several puskesmas work areas, said that the work of the implementers of the pulmonary TB program had not been maximized. This is shown by the number of suspect screening (2.44%) and the discovery of Pulmonary TB cases (0.13%) in July and August 2022.

Performance that has not been maximized is possible passive methods in case discovery are less effective. The achievement of goals in an organization depends largely on the performance of members of the organization in carrying out their duties. There are many factors that affect performance.

Based on the final results, the most influential factor on performance in this study is ability. However, clarity, help, evaluation and environment factors can also be used as priorities in policy making to improve the performance of health workers in finding new cases of Pulmonary TB.

CONCLUSION

Analysis of factors that influence (determinants) the performance of health workers in the discovery of new cases of Pulmonary TB with contact investigations in Pidie district has been discussed in chapter 4 and chapter 5, the following conclusions can be drawn:

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