



RELATIONSHIP OF KNOWLEDGE, TRAINING, AND MOTIVATION WITH
PERFORMANCE OF TB PROGRAM OFFICERS IN TB CASE FINDING

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Abstract

It is known that knowledge, training, and motivation are related to the performance of TB program officers in finding TB cases at the Bandar Lampung City Health Center in 2021.

The type of research used in this study is quantitative with research design analytic survey with a Cross Sectional approach. The measuring tool is a questionnaire how to measure it by interview.

The results of this study showed that there was no relationship between knowledge and the performance of TB officers (p-value 0.848), there was a relationship between training and the performance of TB officers (p-value 0.041 with OR = 11.556), there was no relationship between motivation and the performance of TB officers in TB case finding in Indonesia. Bandar Lampung City Health Center in 2021 (p-value 0.102).

The location of the Puskesmas is far from the research location, so that researchers have difficulty reaching the location and it is also difficult to meet some respondents because the time coincides with the pandemic, there are several respondents who provide vaccine services so researchers have to wait a long time. at 31 Puskesmas City Bandar Lampung program specifically for TB officers

Keywords: *Knowledge, Training, Motivation, Performance*

1. Introduction

Infectious diseases are still one of the public health problems that cause high morbidity, mortality, and disability, so it is necessary to implement prevention through effective and efficient prevention, control and eradication efforts. One of the dangerous infectious diseases is Tuberculosis (Kemenkes RI, 2014).

Nationally, Indonesia's tuberculosis case detection rate (CDR) has fluctuated in 2017-2019. In 2017 it was 42.8%, in 2018 it was 67.2%, and in 2019 it was 64.5%. This is still far from the target Case Detection Rate (CDR) recommended by the World Health Organization (WHO), which is 90% (Kemenkes RI, 2020).

According to the provincial level, the Case Detection Rate (CDR) is not evenly distributed for all regions in Indonesia in 2017-2019. Of the 33 provinces reported to have not yet reached the 90% Case Detection Rate (CDR) and only 7 provinces have met the target of achieving the case detection rate of 90% Case Detection Rate (CDR) and 85% Success Rate (SR), including North Sulawesi Province, North Sumatra, Banten, Gorontalo, DKI Jakarta, Southeast Sulawesi, and West Java.

The number of Tuberculosis Case Detection Rate (CDR) cases in Lampung Province increased from 2017-2019 by 25%-54%. In 2018 it was 44.39%, in 2019 it was 54.3%. The highest Case Detection Rate (CDR) is in East Lampung Regency 68% and the lowest is in West Lampung Regency 28%. This figure has not reached the target that has been set at 70% (Lampung Provincial Health Office, 2019). And the achievement of the Case Detection Rate (CDR) of Bandar Lampung City in 2019 was 63% and there was a decrease in the following year, in 2020 it was only achieved by 40.45% (Bandar Lampung City Health Office, 2020). While the Case Detection Rate (CDR) achievement of 31 health



centers in Bandar Lampung City in 2020 with a predetermined target of 70%, only one health center has only reached the target, namely the Kedaton Health Center 72%. Meanwhile, there are still the top 3 lowest health centers that have not reached the target, namely Labuhan Ratu Health Center 14%, Pinang Jaya Health Center 14% and Banyan Health Center 15% (Bandar Lampung City Health Office, 2020).

The progress and success of TB control can be assessed using 2 indicators that have been determined nationally, namely the New TB Case Detection Rate (CDR) and Treatment Success Rates (Success Rate = SR). One of the benchmarks that determine the success of the Tuberculosis Infectious Disease Control (P2TB) program is the number of suspect detection rates and the number of smear TB case findings (+). This Case Detection Rate (CDR) activity involves all officers who are included in the management team for the Tuberculosis Infectious Disease Control (P2TB) Puskesmas including the Head of the Puskesmas, Medical Center Doctors, TB officers (nurses), Laboratory Officers and all Health Service Units (UPK). However, more tasks and responsibilities for the successful discovery of new cases of pulmonary tuberculosis case detection rate (CDR) lies with the management officer for the management of pulmonary tuberculosis communicable diseases (P2TB) at the Puskesmas. Increasing the Case Detection Rate (CDR) is very important in TB control and will continue to take place in the community.

The results of research conducted by Afrimelda, and Ekowati Retnaningsih (2010) results The results of the multiple logistic regression statistical test show that the dominant variable is training (p-value = 0.001 and Odd Ratio = 8.859). Gender, knowledge, training, resources, supervision, motivation of the management officer of the Tuberculosis Infectious Disease Control (P2TB) Public Health Center are factors that affect the achievement of the Target Case Detection Rate (CDR) of the Tuberculosis Infectious Disease Control (P2TB) Public Health Center of South Sumatra Province the year 2010.

TB program management performance is closely related to program performance indicators. Performance can be the appearance of individuals or work groups of personnel. The discovery of the Case Detection Rate (CDR) patient is the first step in the activities of the TB control program. Based on the above conditions, this study aims to determine the relationship between Knowledge, Training, and Motivation with the performance of TB program officers in finding pulmonary TB cases in the work area of the Bandar Lampung City Health Center in 2021.

2. Literature Review And Hypothesis Development

Several Factors Related to the Performance of Pulmonary TB Program Officers on the Coverage of New AFB (+) Case Findings in the City of Tasikmalaya
Yayun Maryun
(2007)

Factors Associated with the Performance of Pulmonary TB Program Officers on New Case Findings in South Lampung Regency
Ratna Dewi Husein dan Tumuir Sormin
(2012)

Prediction Model of Program Manager Performance in Achievement of Case Detection Rate for TB Disease in South Sumatra Province
Afrimelda, dan Ekowati Retnaningsih
(2010)



The Relationship between Officer Performance and Case Detection Rate (CDR) at the Makassar City Health Center

Dian Ayulestari, Ida Lelda M. Tahta, dan Dian Sidik Arsyad
(2014)

3. Research Methodology

The type of research used is quantitative research with Analytical Survey method and Cross Sectional approach. Data collection using a questionnaire sheet and data analysis using univariate analysis in the form of a frequency distribution table and bivariate analysis by using chi square and Ood Ratio (OR) tests.

4. Results And Discussions

Results

Univariate Analysis

Table 1. TB Officer Knowledge

Frequency Distribution of Respondents Based on Knowledge Level of TB Program Officers at Bandar Lampung City Health Center in 2021.

Knowledge	Total (n)	Percentage (%)
Well	25	75,8
Not Good	6	18,2
Total	31	100,0

Table 2. TB Officer Training

Frequency Distribution of Respondents Based on the Level of Training of TB Program Officers at the Bandar Lampung City Health Center in 2021.

Training	Total (n)	Percentage (%)
Competent	9	27,3
Incompetent	22	66,7
Total	31	100,0

Table 3. TB Officer Motivation

Frequency Distribution of Respondents Based on the Level of Motivation of TB Program Officers at the Bandar Lampung City Health Center in 2021.

Motivation	Total (n)	Percentage (%)
Tall	25	75,8
Low	6	18,2
Total	31	100,0

Table 4. TB Officer Performance

Frequency Distribution of Respondents Based on Performance Levels of TB Program Officers at Bandar Lampung City Health Centers in 2021.

Performance	Total (n)	Percentage (%)
Well	17	51,5
Not Good	14	42,4
Total	31	100,0

Bivariate Analysis

Table 5. Relationship between Knowledge and Performance of TB Program Officers
Relationship between Knowledge and Performance of TB Program Officers in TB Case Finding at the Bandar Lampung City Health Center in 2021.

Knowledge	Officer Performance				Total		OR (95% CI)	<i>P</i> value
	Well		Not Good		N	%		
	n	%	n	%				
Well	4	66,7	2	33,3	25	100	5,42	0,848
Not Good	13	52,0	12	48,0	6	100	(0,83 – 3,514)	
Total	17	54,8	14	45,2	31	100		

Table 6. Relationship between Training and Performance of TB Program Officers
The Relationship between Training and Performance of TB Program Officers in TB Case Finding at the Bandar Lampung City Health Center in 2021.

Training	Officer Performance				Total		OR (95% CI)	<i>P</i> value
	Well		Not Good		N	%		
	n	%	n	%				
Competent	9	40,9	13	59,1	9	100	11,556	0,041
Incompetent	8	88,9	1	11,1	22	100	(1,223 – 109,185)	
Total	17	54,8	14	45,2	31	100		

Table 7. The Relationship between Motivation and Performance of TB Program Officers
The Relationship between Motivation and Performance of TB Program Officers in Finding TB Cases at the Bandar Lampung City Health Center in 2021.

Motivation	Officer Performance				Total		OR (95% CI)	<i>P</i> value
	Well		Not Good		N	%		
	n	%	n	%				
Tall	5	83,3	1	16,7	25	100	8,889	0,102
Low	9	36,0	16	64,0	6	100	(0,894 – 88,403)	
Total	14	45,2	17	54,8	31	100		

Discussions

a. The Relationship between Knowledge of TB Program Officers in TB Case Finding



Based on the results of the study showed that there were more respondents who had good knowledge, namely 25 respondents (75.8%). This means that there is no relationship between knowledge and performance of TB program officers in TB case finding.

This is in line with research conducted by Ratna Dewi Husein and Tumuir Sormin (2012) at the South Lampung District Health Center that respondents who have good knowledge are 20 respondents (52.6%) and respondents who have poor knowledge are 11 respondents (55%).

This is also in line with research conducted by Dinda Ayulestari et al (2014) at the Makassar City Health Center that respondents who have high knowledge are 32 respondents (54.2%). While the knowledge is low, namely 5 respondents (71.4%).

In the opinion of Notoatmodjo (2012) Knowledge is the result of human sensing, or the result of someone knowing about objects through their senses (eyes, nose, ears, and so on). By itself at the time of sensing to produce knowledge is strongly influenced by the intensity of attention and perception of the object. Most of a person's knowledge is obtained through the sense of hearing (ears) and the sense of sight (eyes). A person's knowledge of objects has different intensities or levels.

Based on the conditions in the field the knowledge of TB officers is quite good. According to the researcher, because the questions given by the researcher on the questionnaire sheet are basic and quite easy. In addition, the officers had read the book that was given the tuberculosis control guide provided by the Puskesmas so that the officers already knew the answers to these questions.

From the results of the study, it can be concluded that there is a difference between the results of research conducted with the theory of knowledge, and the results of previous studies, according to the researcher's analysis, it is suspected that the research conducted is not in line.

b. Relationship between TB Program Officer Training in TB Case Finding

Based on the results of the study indicate that more respondents who have incompetent training, namely 57 respondents (53.8%). which means that there is a relationship between training and the performance of TB program officers in TB case finding. The number of TB officers who had attended training was 9 people, while the number of TB officers who had never attended training was 22 people.

This is in line with the research conducted by Ratna Dewi Husein and Tumuir Sormin (2012) at the South Lampung District Health Center that more officers had less training in the TB program, namely 20 people (52.6%). But officers with good training, as many as 14 people (77.8%).

This is also in line with research conducted by Afrimelda and Ekowati Retnaningsih (2010) at the South Sumatra Provincial Health Center that TB program managers who never received training were 57 people (53.8%) more than respondents who had received training 49 people. (46.2%).

Training has long-term benefits that will help a person to take on greater responsibility in the future. Training programs are not only important for individuals themselves but also for organizations. The training carried out is an educational process that aims to improve the special abilities or skills of a person or group of people so that their performance is even better.

According to the Ministry of Health (2011) the concept of TB program training in the management aspect there are two types of training, namely basic training in basic DOTS implementation and advanced training (continued training/advanced training), namely training to gain higher program knowledge and skills. . The material is different from the basic training.



Based on the conditions in the field, most of the TB officers are new officers. Of the 32 respondents, 22 of them had incompetent training or had never received basic or advanced training, while 9 respondents had competent training or had received training but only received basic training.

According to the researchers, the results of the study showed that respondents who had incompetent training were caused by several factors, namely most of the TB officers were officers who had just been transferred from the previous division, besides that the costs were very expensive, and TB training had not been held from the Lampung Provincial Health Office.

From the results of the study, it can be concluded that there is no difference between the results of the research conducted with the training theory, and the results of previous studies, according to the researcher's analysis, it is suspected that the research conducted is in line.

c. The Relationship between TB Program Officers' Motivation in TB Case Finding

Based on the results of the study showed that there were more respondents who had high motivation, namely 25 respondents (75.8%). It means that there is no relationship between motivation and the performance of TB program officers in TB case finding.

This is in line with research conducted by Afrimelda and Ekowati Retnaningsih (2010) at the South Sumatra Provincial Health Center that respondents who have high motivation are 56 respondents (52.8%) and respondents who have low motivation are 50 respondents (47.2%).

According to (Afandi, 2018) there are several factors that influence motivation, including the first needs for life, the need to maintain life, which includes food, drink, housing, air and so on. The second need for the future is the need for a bright and good future so as to create an atmosphere of calm, harmony and optimism. The three needs for self-esteem are the need for self-esteem and recognition and appreciation for achievements from employees and their community. The four needs for recognition of work performance are the need or work performance achieved by using optimal abilities, skills, and potential to achieve very satisfying performance. This need is the complete realization of one's full potential.

Based on the conditions in the field, most of the respondents have high motivation. According to the researcher, this is caused by several factors, including the leadership of the Puskesmas always providing support, the need for facilities in carrying out work and direction to TB officers and providing advice.

From the results of the study, it can be concluded that there is a difference between the results of research conducted with the theory of motivation, and the results of previous studies, according to the researcher's analysis, it is suspected that the research conducted is not in line.

5. Conclusion

Based on the results of the research on the relationship between knowledge, training, and motivation with the performance of TB program officers in finding TB cases at the Bandar Lampung City Health Center in 2021, it can be concluded as follows:

1. It is known that the frequency distribution of 31 respondents has a good level of knowledge, which is 75.8%, has a competent level of training, which is 27.3%, has a high level of motivation, which is 75.8%, and has a good level of performance. in TB case finding that is equal to 51.5%.
2. There is no relationship between knowledge and the performance of TB program officers in TB case finding in TB case finding at the Bandar Lampung City Health Center in 2021 with (p-value 0.848).



3. There is a relationship between training and the performance of TB program officers in finding TB cases at the Bandar Lampung City Health Center in 2021 with (p-value 0.041 with OR = 11.556).
4. There is no relationship between motivation and the performance of TB program officers in finding TB cases at the Bandar Lampung City Health Center in 2021 with (p-value 0.102).

For Bandar Lampung City Health Office, There are 60.6% of Tuberculosis Infectious Disease Control Officers (P2TB) who have never received training, the Bandar Lampung City Health Office and the Lampung Provincial Health Office should carry out basic education and training programs first. (P2TB) for each Puskesmas at least once a year. The venue can be held in the Lampung Provincial Health Office Hall, in order to minimize the building rental budget that must be spent. The purpose of the training is to increase the knowledge, skills and performance of TB officers in order to increase the TB case finding rate. And for 27.3% of TB officers who have received training, the Lampung Provincial Health Office should also hold refresher training to update material that has been too long in the same place but in a different room so that TB officers can focus on carrying out training so that TB officers can increase knowledge and higher skills in screening TB patients properly and correctly.

Limitation And Study Forward

At the time of data collection, researchers had problems, including the distance from the Puskesmas location to the researcher's location, so that researchers had difficulty reaching the location. and also the difficulty of meeting some respondents because the time coincided with the pandemic, there were several respondents who carried out vaccine services so researchers had to wait a long time.

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