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The Effort of Suspected Lung Tuberculosis Case Finding Through PHC Health Staff Performance Analysis (at the Polyclinic of Jombang Regency Public Health Centers)


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Abstract

In Jombang Regency, the case finding of suspected lung Tuberculosis (TB) by 34 Public Health Centers (PHC) staff is low (1.19%) from the targeted 10%. The objective of this study was to analyze the health staff performance factor on raising suspected TB finding efforts. This research was an analytic study, done cross sectionally from February until March 2005. The sample of the research was all Polyclinic staff of Jombang Regency PHCs amounting to 95 people. Collecting data by questionnaires was used to recognize the observed variables of individual, organizational, and work characteristics; added by check lists and laboratory examination to analyze the performance level of respondents. The second step of the research was to analyze the collected data using a multiple logistic regression technique to recognize the influence of variables towards respondents' performance level. The result showed that variables of education, knowledge and motivation had a significant influence on health staff performance, meanwhile supervision, training, and work load had a significant influence on health staff performance through motivation intervening variable. The last step was to present the result of the study as a subject matter in a Focus Group Discussion involving the Regency Health Office and PHC Heads. The conclusion of the study was to recommend the raising of suspected TB finding efforts as follows: empowering health staff to improve their performance by giving easy study consent, enhancing health staff motivation, supervising TB Eradication Program effectively, organization learning to acquire a strong mind-set and commitment for TB Eradication Program and building a good networking and partnership among PHCs with private health care institutions regarding the TB Eradication Program.

Keyword : health, staff, performance, suspected, TB, case, finding,

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