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FACTORS ASSOCIATED WITH HEALTH WORKERS PERFOMANCE SERVICES INTERGRATED MANAGEMENT OF CHILDHOOD ILLNESS IN SINGGANI PUBLIC HEALTH CENTRE PALU CITY

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ABSTRACT

Integrated Management of Childhood Illness (IMCI) is an approach to sick children in an integrated conducted in Puskesmas Singgani but in the achievement of its scope over the last three years has decreased. The coverage of the IMCI is an overview of the performance of health workers in IMCI services. In addition, the number of cases of diarrhea and pneumonia in young children were targeted of IMCI was high. This objective of this research was to identify the factors associated with health worker performance of integrated management services of childhood illness in Puskesmas Singgani Palu. This method of this research was a cross-sectional research. The total number of population was 32 health workers who all of them as respondents (total sampling). The data were analyzed by descriptive univariate and bivariate analysis, at the level of 95% (p <0.05). The results of Chi square test showed that the variable of knowledge was not related to the health worker performance ($\rho = 0,220$), while the variable related to health worker performance was the attitude ($\rho = 0,013$), motivation ($\rho = 0,011$), leadership ($\rho = 0,031$), and facility ($\rho = 0,026$). It was needed to fulfill the facilities for IMCI service at Puskesmas Singgani in order to maximize the health workers performance.

INTRODUCTION

Integrated Management of Childhood Illness (IMCI) is an approach initiated by the *World Health Organization* (WHO) in order to prepare health workers to do assessment, classifying and provide actions to the children against diseases that generally life-threatening. The coverage for sick infants who do IMCI approach is strongly influenced by the performance of the officer's own IMCI. Various problems that arise due to health worker performance can be affected by various factors, including the knowledge, skills, length of service, attitude, motivation, leadership and facilities available (Oktaviyanti, Sandry, 2012; Handayani, 2012). Achievement IMCI each year at the Singgani public health center during the last three years continued to decline, in 2013 the coverage of IMCI in this health faicilities by 87%, in 2014 by 80%, and in 2015 by 72%. Additionally, the high number of cases of pneumonia and diarrhea, where both diseases are the target of IMCI and included in the 5 most common cause of disease morbidity and mortality in children under five are pneumonia,

diarrhea, measles, malaria and malnutrition. Research conducted by Handy (2012) showed that the percentage of good performance and less about the same performance. Variables that are not related to the performance of health workers is the knowledge, while related to the performance of IMCI officers are working period, motivation, leadership and facilities (Handayani, 2012). Based on observations in Palu that Singgani public health center the worker performance services in IMCI is not maximized, so that researchers interested in studying about factors related to health workers perfomance services intergrated management of childhood illness in Singgani Public Health Center Palu City.

METHODS

The study is *desckriptif design* with *cross sectional approach,* population in this study is a doctor, midwife, and nurse in Singgani Public Health Centre amount of 32 people, the sampling teqnique is a *total sampling*. Data analysis using statistical software, univariate analysis to Described distribution and frekunesi of the sample, and bivariate analysis with chi square test to Described the correlation between

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independent variables and the dependent variable. This study done in August until September 2016

RESULTS

Based on the results of the analysis using Chi Square conducted on the variables of knowledge, attitudes, motivation, leadership and facilities with the performance of health workers in the service of IMCI in Singgani Public Health Center, the knowledge variable showed $\rho = 0.220$ so that $\rho > 0.05$, Ho in this study accepted, meaning that there is no relationship between knowledge and performance of health workers. On attitude variable, it is obtained $\rho = 0.013$ so that $\rho < 0.05$, Ho in this study is accepted, meaning that there is a relationship between attitudes and performance of health workers. In the motivation variable the results of the value $\rho = 0.011$ so that $\rho = < 0.05$, then Ho in this study was rejected, meaning that there is a relationship between motivation and the performance of health workers. On leadership variables, the results obtained $\rho = 0.011$ so that $\rho = < 0.05$, then Ho in this study was rejected, meaning that there is a relationship between motivation and the performance of health workers. In the facility variable the value of $\rho = 0.026$ is obtained so that $\rho = < 0.05$, then Ho in this study is rejected, meaning that there is a relationship between facilities and the performance of health workers.

Table 1 Relationship of Knowledge, Attitude, Motivation, Leadership and Facilities with Health Personnel Performance Services IMCI in Singgani Health Center Palu City

Independent Variable	Less		Enough		Total	p-value
	n	%	n	%		
Knowledge						
Low	6	75	2	25	100	0,220
High	10	41,7	14	58,3	100	
Attitude						
Not Good	11	78,6	3	21,4	100	0,013
Good	5	27,8	13	72,2	100	
Motivation						
Low	10	83,3	2	16,7	100	0,011
High	6	30	14	70	100	
Leadership						
Not Good	10	76,9	3	23,1	100	0,031
Good	6	31,6	13	68,4	100	
Facilities						
Not Complete	9	81,8	2	18,2	100	0,026
Complete	7	33,3	14	66,7	100	

DISCUSSION

Results of research on the knowledge variables showed that respondents who have a low knowledge but their performance is good as much as 25%. This happens because the respondents have an average age > 30 years and the majority of respondents also have a working period for > 5 years. Siagian (2008) also argue that the long work accompanied with increasing age would create relatively sedentary job satisfaction and will further affect the individual's performance (Ma'wah, 2015). The results also showed that there were 41.7% of respondents whose knowledge is high, but its performance is less. This happens because the respondent was doing the job concurrently, where respondents who have jobs that can concurrently make respondents feel exhausted at work that may affect their sperformance. Statistical analysis showed the good knowledge and performance of health workers in IMCI is not associated. The results are consistent with research conducted by Handy (2012), which indicates that there is no

associated between knowledge and performance of staff IMCI, in this study are officers whose knowledge is good but its performance is less, because there is some mistake when the officers carrying out their duties (Handayani, 2012). Based on the results of the attitude variables showed that the a bad respondents attitude and the lack performance as much as 78.7%, while respondents who perform good is as much as 21.4%. This means that respondents who have a bad attitude also will give a negative effect on their performances. The results also showed that the respondents who have a good attitudes and good performances as much as 72.2%, this happens because the respondent did IMCI services in accordance with the implementation of the IMCI chart. Statistical analysis showed that attitude and performance of health workers in the IMCI service is associated. The is in line with research conducted by Illustri (2015) which argued that there is a relationship between attitude and performance of nurses. This means that the positive attitude of someone it will encourage better performance, and vice versa (Illustri, 2015). Based on research conducted on motivation variables showed that respondents whose motivation is low and its performance is lacking as much as 83.3%, while respondents who have a good performance as much as 16.7%. This happens because the respondents were not getting awards for his performance as health workers in IMCI services, so that could affect their performance. The results also showed that the respondents were high motivation and good performance as much as 70%, while respondents were underperforming as much as 30%, because respondents do the work that has been given in accordance with what has been previously defined. Statistical analysis showed there is a relationship between motivation and performance of health workers in the IMCI service.

The results are consistent with research conducted by Yulianti (2014) that there is a relationship between motivation and performance of midwives in the handling of high-risk pregnant women. These research found there is a tendency if the midwife had good motivation then his performance in the public health centre would be good (Yulianti, 2014). Based on the results of research on leadership variables showed that respondents felt that the leadership was not good and the performance is less as much as 76.9%, while respondents who have good performance that is as much as 23.1%. This happens because there is a lack communication between the head of the public health center and respondents, and then the head of the public health center does not give a reward for the performance of his subordinates, so that it can influence their performance. The results also showed that respondents felt that good leadership and good performance as much as 68.4%, while respondents were underperforming as much as 31.6%, it happens because the Head of public helath center firmly in taking a policy and imposing sanctions, so that the respondent dose the job properly. Statistical analysis showed that there is a relationship between the leadership and performance of health workers in the IMCI service. The result are consistent with research conducted by Widyatmini and Hakim (2008) that there is a relationship between leadership and employee performance in Depok Health Department, where the study states the better leadership then also getting better employee performance (Widyatmini and Luqman Hakim, 2008). Based on the results of research conducted at the facility variable indicates that respondents who assess the facility is not complete and underperforming as much as 81.8%, while respondents who have a good perform as much as 18.2%, based on the observation of some of the respondents felt that

the working facilities are lacking and are likely to affect their performance. The results also showed that respondents who complete facilities and good performance as much as 66.7%, while respondents who have less performance as much as 33.3%. This happens because the equipment available to the IMCI service always maintained properly so it is always ready for use in providing IMCI services this make their can finished the duty. This is what causes the performance of the respondents to be good. Statistical analysis showed that there is a correlation includes facilities and the performance of health workers in the IMCI service. The result are consistent with research conducted by Alfianto (2015), that there is a relationship between facilities with field employee performance of PT. Bangun Nusantara Indah Perkasa Surabaya, whereby if there is a change to the occupational health facilities, it will cause a change to the employee performance (Yuliastuti, Iing, 2007; Alfianto, 2015).

CONCLUSION

The conclusions of this research that performances of health workers in the IMCI service is influenced with attitude, motivation, leadership and facilities, but the knowledge of health workers in this studi not correlated with their performances in the IMCI service.

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CONFLICT OF INTEREST

The authors declare no conflict of interest associated with this research

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