Indonesian Journal of Global Health Research

Volume 2 Number 2, May 2020, pp. 153 - 164 e-ISSN 2715-1972; p-ISSN 2714-9749



http://jurnal.globalhealthsciencegroup.com/index.php/IJGHR

ANALYSIS OF FACTORS RELATED TO THE PERFORMANCE OF OFFICERS IN DISCOVERY OF LUNG TB CASE

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ABSTRACT

Tuberculosis is still a global health problem, especially in developing countries including Indonesia. The incidence of tuberculosis in Indonesia is 391 per 100,000 population and the death rate is 42 per 100,000 population. The purpose of this study was to determine factors related to the performance of officers in the discovery of pulmonary TB cases in Way Kanan District. This is a quantitative research with cross sectional design. Respondents in this study were doctors of puskesmas, laboratory officers, village midwives and posyandu cadres as many as 355 people. From the population, simple random sampling was used and the samples were taken by using lottery technique which involved 180 people for the sample. The questionnaires which were given to the respondents were used to measure knowledge, attitude, motivation, leadership, reward, and work design. For the result, univariate data analysis, bivariate using the Chi-Square Test and multivariate using a multiple logistic regression test were employed. The results of the study with statistical tests show there is a relationship of knowledge with performance (p = 0.000), there is a relationship between attitude and performance (p = 0.000), there is a relationship of motivation with performance (p = 0.000), there is a relationship of leadership with performance (p = 0.005), there is a reward relationship with performance (p = 0,000), there is a relationship between job design and performance (p = 0,000) and the most dominant variable is motivation (OR = 7,490). In conclusion there is a relationship between knowledge, attitude, leadership, motivation, reward and job design with performance.

Keywords: factors; performance; tuberculosis

First Received	Revised	Accepted			
20 February 2020	28 March 2020	18 April 2020			
Final Proof Received		Published			
22 April 2020	08 May 2020				

How to cite (in APA style)

Zulfadilah, R., Irianto, S., Djamil, A., & Putri, D. (2020). Analysis of Factors Related to the Performance of Officers in Discovery of Lung TB Case. *Indonesian Journal of Global Health Research*, 2(2), 153-164.

INTRODUCTION

Tuberculosis is still a global health problem, especially in developing countries including Indonesia. Indonesia itself is currently ranked second in the world for the country with the highest TB burden in the world after India. In 2017 the number of tuberculosis cases was found to be 425,089 cases, an increase compared to 2016 which amounted to 360,565 cases. By sex, the number of cases in men is higher than in women which is 1.4 times compared to women. In 2017 most tuberculosis cases were found in the age group 25-34 years which was 17.2% followed by the 45-54 year age group at 17.1% and in the 35-44 year age group at 16.4% (Ministry of Health Republic of Indonesia, 2017).

WHO targets the cure rate to be> 85% by recommending (Directly Observed Treatment Shortcourse) DOTS. In 2013, the cure rate decreased to 60%. In fact, the cure rate for patients with pulmonary TB in hospitals is still low at 47%, in 2016 the cure rate reached 85% but it is worth noting that some patients with complete treatment results, died, failed, dropped out of treatment and were not evaluated (Infodatin, 2016). Tuberculosis spreads quickly to vulnerable people (such as children, women, urban communities living in slums, poor communities, communities in remote areas that are not reached by health services) and have weak bodies (Kemenkes RI, 2013). One effort in the prevention of pulmonary TB is case finding. The importance of case finding is to find TB patients as early as possible through a series of activities ranging from screening suspected TB patients, physical examination and supporting investigations needed, determining the diagnosis, determining the classification of the disease and type of TB patients (Permenkes RI No 67 of 2016).

Data on coverage of the number of people with suspected TB in Lampung Province in 2018 with a target of 70% of each regency of Lampung Province. The highest achievement was in Central Lampung with 59.32% achievement, followed by Bandar Lampung with 59.10% achievement. The lowest ranking achievement was in West Lampung, Way Kanan and Pringsewu. Achievements in the Right Way District with an amount of 25.74% (Dinkes Lampung Province, 2019). The prevalence of TB in the waykanan district in 2019 reached 757 cases, increasing from 2018 (499 cases). While the coverage of case finding in 2017, with a total population of 123,789 people, has a target of finding pulmonary TB cases of 1,981 people, but the realization of case finding was 1,338 (67.6%). The achievement data of TB case finding in 2019 from 19 Puskesmas in the Way Kanan District Health Office Work Area is 54% and has not reached the national target of 70% with the category of TB (+) of 703 people and the target of case finding is 1381 cases (Dinas Health of Way Kanan Regency, 2019).

Efforts to find cases can be done passively and actively. Passive case finding is carried out through examination of patients who come to the Health Care Facility. Whereas active case finding is based on families and communities which can be assisted by posyandu cadres, village TB posts, community leaders, and religious leaders with activities in the form of close patient contact investigations, findings in special places such as prisons, boarding schools, and findings in populations at risk. The performance of health workers in overcoming the problem of pulmonary TB is an important thing to study because pulmonary TB implementing officers at the puskesmas are the spearhead in the discovery of TB cases. When viewed from the low coverage of TB case finding in health centers, it can indicate that the performance of officers is not optimal.

The results of research conducted by Bambang, et al (2014) stated that the performance of TB Puskesmas staff was influenced by motivation, training and incentives. Another researcher, Maryun (2007) revealed that factors related to the performance of TB officers in the scope of pulmonary TB findings were knowledge, training, perceptions at work, perceptions of leadership, perceptions of facilities, and attitudes. In the area where the research was held, there was evidence that TB cases increased significantly with 703 people were infected in 2019 (Way Kanan District Health Office, 2019).

Based on the description above, the researchers are interested in conducting research to find out what factors are related to the performance of officers in the discovery of pulmonary TB cases in the Work Area of the Way Kanan District. The study was meant to determine the factors related to the performance of officers in the discovery of pulmonary TB cases in Way Kanan regency.

METHOD

This research is a quantitative research with cross sectional approach. The population in this study were general practitioners, laboratory workers, village midwives and posyandu cadres in the Community Health Center of the Way Kanan District Health Office totaling 2,480 people, while the sample amounted to 355 people. The sampling technique of general practitioners and laboratory personnel is the total population because the total population is less than 100 people, while the village midwives and posyandu cadres use the Simple Random Sampling technique or the random drawing technique. This research was carried out in the puskesmas working area of the Way Kanan District Health Office in March - May 2020. Collecting data through interviews and filling out questionnaires. The questionnaires which were given to the respondents were used to measure knowledge, attitude, motivation, leadership, reward, and work design. The questionnaires used were taken from previous studies conducted by Ratnasari (2015), Nurlela (2009), and Sari (2010). Univariate data analysis, bivariate using the Chi-Square Test and multivariate using a multiple logistic regression test.

RESULTS

Table 1, it is known that of the 355 respondents studied, most were aged < 40 years, namely 215 respondents (60,6%), female were 333 respondents (93,8%), had a high school education of 164 respondents (46,2%) and length of work > 5 years as many as 230 respondents (64,8%).

Table 1. Respondent Characteristics (n = 355)

Respondent Characteristics	f	%
Age:		
- < 40 years	215	60,6
$- \ge 40 \text{ years}$	140	39,4
Gender:		
- Male	22	6,2
- Female	333	93,8
Education:		
- Senior high school	164	46,2
- Associate Degree	154	43,4
- Bachelor Degree	26	7,3
- Master	11	3,1
Lengt of working:		
- < 5 years	125	35,2
- ≥ 5 years	230	64,8

Table 2.

Distribution of Respondents Frequency Based on Knowledge, Attitude, Motivation, Leadership, Rewards, Job Design and Performance (n = 355)

Variable	f	%
Knowledge:		
- Not good	158	44.5
- Well	197	55.5
Attitude:		
- Negative	185	52.1
- Positive	170	47.9
Motivation:		
- low	192	54.1
- tall	163	45.9
Leadership:		
- Not good	160	45.1
- Well	195	54.9
Reward:		
- low	182	51.3
- tall	173	48.7
Job design:		
- Not good	165	46.5
- Well	190	53.5
Performance:		
- Not on target	218	61.4
- On target	137	38.6

Table 3
The Relationship between Knowledge and Performance of Officers in Lung TB Case
Discovery (n=355)

	Performa	P	OR					
	Discover	y					value	
Knowledge	Not On	Target	On Target		Total			
	f	%	f	%	f	%	="	
Not good	117	74,1	41	25,9	158	100,0	0,000	2,8
Well	101	51,3	96	48,7	197	100,0	-	(1,5-5,0)

Table 2, it is known that of the 355 respondents studied, most have good knowledge of 197 respondents (55.5%), negative attitude of 185 respondents (52.1%), low motivation of 192 respondents (54.1%), good leadership as many as 195 respondents (54.9%), low rewards as many as 182 respondents (51.3%), good job design as many as 190 respondents (53.3%) and performance did not meet the target of 218 respondents (61.4%). Table 3, it is known that respondents who had performance on target in the discovery of pulmonary TB cases were 96 out of 197 people (48,7%) well-informed, while as many as 101 out of 158

(74,1%) respondents were poorly knowledgeed but had good performance on target. The statistical test results obtained p-value of 0,000, it can be concluded that there is a relationship of knowledge with the performance of officers in the discovery of pulmonary TB cases.

Table 4
Attitude Relationship with the Performance of Officers in Lung TB Case
Discovery (n=355)

Discovery (II-333)									
	P value	OR							
A 1	Discovery								
Attitude	Not Or	n Target	On Target		Total				
	f	%	f	%	f	%			
Negative	139	75,1	46	24,9	185	100.0	0,000	3,0	
Positive	79	46,5	91	53,5	170	100.0		(1,7-5,3)	

Table 5
Relationship of Motivation and Performance of Officers in Lung TB Case Discovery (n=355)

				/				
	Perfo	rmance of	P	OR				
M-4:4:		value						
Motivation -	Not On	Target	On '	On Target		Total		
_	f	%	f	%	f	%	•	
Low	148	77,1	44	22,9	192	100,0	0,000	7,4
Tall	70	42,9	93	62,9	163	100,0	•	(4,2-13,3)

Table 6
The Relationship of Leadership to the Performance of Officers in Lung TB Case
Discovery (n=355)

	Performance of Officers in Lung TB Case Discovery							OR
Leadership	Not On T	`arget	t On Target Total		value			
	f	%	f	%	f	%	•	
Not Good	111	69,4	49	30,6	160	100,0	0,005	2,3
Well	107	54,9	88	45,1	195	100,0		(1,3-4,1)

Table 7
Relation of Rewards to the Performance of Officers in Lung TB Case Discovery (n=355)

			(11—,	333)				
	Perfo	P	OR					
Reward -		value						
	Not On	On Target		Total		_		
	f	%	f	%	f	%	=	
Low	138	75,8	44	24,2	182	100,0	0,000	3,2
Tall	80	46,2	93	53,8	173	100,0	_	(1,9-5,6)

Table 8
Relationship between work design and performance of officers in the discovery of pulmonary TB cases in the Work Area of Way Kanan District

	Perfo	ormance o	P	OR				
TID '			value					
Job Design	Not On Target		On Target		Total		•	
	n	%	n	%	n	%	•	
Not Good	144	85.7	24	14.3	168	100,0	0,000	2,0
Well	108	57.8	79	42.2	187	100,0	•	(1,1-3,5)

Tabel 9.

Multivariate Analysis Results with Logistic Regression Test Between Knowledge,
Attitude, Motivation, Leadership, Rewards, and Job Design (n=355)

Variable	В	P-value	OR	95.0%	6 C.I
			-	Lower	Upper
Knowledge	1,033	,001	2,809	1,549	5,093
Attitude	1,116	,000	3,053	1,734	5,377
Motivation	2,014	,000	7,490	4,204	13,347
Leadership	,866	,002	2,377	1,375	4,111
Reward	1,188	,000	3,279	1,913	5,620
Job Design	,713	,010	2,040	1,187	3,506
Reward by Motivation	-4,166	,000	,016	1,549	5,093
Constant	1,033	,001	2,809		

Table 4, it is known that respondents who have positive attitudes are 91 out of 170 people (53,5%) who have performance on target, and as many as 46 out of 185 (24,9%) respondents who have negative attitudes but still have appropriate performance target. The statistical test results obtained p-value of 0,000, it can be concluded that there is a relationship between attitude and the performance of officers in the discovery of pulmonary TB cases. Table 5, it is known that respondents who had performance on target in the discovery of pulmonary TB cases were 93 of 163 people (62,9%) with high motivation, while 44 respondents (22,9%) of 192 respondents had low motivation. The statistical test results obtained p-value of 0,000, so it can be concluded that there is a relationship of motivation with the performance of officers in the Pulmonary TB Case Discovery.

Table 6, it is known that as many as 88 out of 195 (45,1%) of respondents who stated that good leadership had performance on target, while respondents who stated leadership was not good, there were 49 out of 160 people (30,6%) but had performance according to target. The statistical test results obtained p-value 0,005, so it can be concluded there is a relationship of leadership with the performance of officers in the Pulmonary TB Case Discovery. Table 7, it is known that of 173 respondents there were 93 respondents (53,8%) who claimed to get high rewards, and had performance as targeted in the discovery of pulmonary TB cases, while of 173 respondents who claimed to get low rewards, but still had performance according to the target in the discovery of pulmonary TB cases there were

44 respondents (24,2%). Statistical test results obtained a p-value of 0,000 so it can be concluded that there is a reward relationship with the performance of officers in the Pulmonary TB Case Discovery.

Table 8, it is known that of the 168 respondents who had poor job design, 24 respondents (14,3%) performed in finding pulmonary TB cases in accordance with the target. While from 187 respondents who have a good job design, 79 respondents (42,2%) performed in finding pulmonary TB cases in accordance with the target. The statistical test results obtained p-value of 0,000, it can be concluded that there is a relationship between work design and the performance of officers in the Pulmonary TB Case Discovery. Table 9 above it appears that motivation is the most dominant factor related to the performance of officers in the discovery of pulmonary TB cases, which has the highest OR value of 7,490.

DISCUSSION

Relationship between Knowledge and Performance of Officers in Lung TB Case Discovery

The results of the statistical test obtained p-value of 0,000, it can be concluded that there is a relationship of knowledge with the performance of officers in the discovery of pulmonary TB cases. Also obtained OR value of 2.07 which means that respondents who have good knowledge have a 2.07 times greater chance of performance in the discovery of pulmonary TB cases according to the target compared to those who have bad knowledge. From productivity theory according to Kopelman, 1986 In Nursalam (2016) the determinants of organization, namely education, affect the performance of individuals or organizations through variables of knowledge, skills or abilities. Abilities are built on knowledge and skills about work. Knowledge or cognitive is a very important domain for the formation of a person's actions (overt behavior), from experience and research behavior based on knowledge will be more lasting than behavior that is not based on knowledge (Notoatmodjo, 2011).

The results of this study are in line with the research of Ita Puji Lestari & Auly Tarmali (2019) there is a relationship between knowledge factors and the role of cadres in TB case finding (p = 0.042). Ita, et al said that the knowledge of a TB cadre is the main domain as a basis for the cadre to carry out their activities in finding positive smear TB cases. In the researcher's opinion, the knowledge of an officer is the main domain as the basis for the officers in finding positive BTA TB cases. Officers who determine their activities based on knowledge will also influence the person's behavior. With the knowledge possessed by officers such as TB cadres will facilitate them in carrying out case finding activities including TB prevention efforts, early signs and symptoms of patients, to the importance of patients who must be dealt with by medical measures, because if the cadres do not know about relevant information about TB disease, they will find it difficult to understand how to do their job as cadres.

Relationship with attitude and performance of officers in the discovery of pulmonary TB cases

The results obtained by p-value of 0,000, it can be concluded that there is a relationship between attitude and the performance of officers in the Pulmonary TB Case Discovery. The results of the analysis also obtained an OR value of 3.7 which means that respondents who have a positive attitude have a 3.7 times greater chance of performing in finding pulmonary TB cases according to the target compared to those who have a negative attitude. Attitude is a reaction or response of someone who is still closed to the stimulus and views or feelings accompanied by a tendency to act according to the object (Notoatmojo, 2012). Based on the theory of Green (2005) which states that attitude is a factor that plays a role in health behavior. Some factors that influence the formation of attitudes include: personal experience, others who are considered important, cultural influences. The emergence of will or will is as an advanced form of awareness and understanding of the object in this case the health service.

The results of this study are in line with research Desy Aulia Abshor (2018) who said that there is a significant relationship between the attitude of cadres and the behavior of cadres in the discovery of suspected TB with a p-value of 0,000. The existence of an attitude will cause humans to act specifically towards the object. In the opinion of researchers, there are still many respondents who show a negative attitude so they tend not to be active in carrying out their duties as officers in TB case finding. A person will tend to act in accordance with the stimulus received and then how he will respond. Responds can be in the form of answers if asked, working on and completing a given assignment. Attitudes will be more easily formed if personal experiences that occur involve emotional factors.

Relationship of Motivation and Performance of Officers in Lung TB Case Discovery The statistical test results obtained p-value of 0,000, so it can be concluded that there is a relationship of motivation with the performance of officers in the Pulmonary TB Case Discovery. The results of the analysis also obtained an OR value of 3.6 which means that respondents who have high motivation have a 3.6 times greater chance of performance in the discovery of pulmonary TB cases according to the target compared to those who have low motivation.

According to Kopelman in Nursalam (2016), organizational determinants of leadership and reward systems affect the performance of individuals or organizations through motivation. Work motivation is an influential condition for arousing, directing, and maintaining behavior related to the work environment (Mangkunegara, in Nursalam 2016). The results of this study are in line with research by Bambang Nurwanto, et al (2015) which says that there is a relationship of motivation with performance (p = 0.014). Motivation is a very important factor that can have implications for the quality of one's work. According to researchers, motivation is a direct factor and a very important factor in encouraging someone to do something so that it can have implications for the quality of work.

The motivation of officers in working can be influenced by their own will or because of outside encouragement needed in carrying out the tasks that become their work. From the

results of the study found a statistically significant relationship between motivation and the role of officers in TB case finding. Motivation is one of the positive attitudes that will help officers such as TB cadres in achieving the goals of TB case control programs. The motivation is due to the need felt by the officer which will stimulate or encourage the officer to bring up the behavior in achieving the target case finding.

Relationship between Leadership and Staff Performance in TB Case Discovery

The statistical test results obtained p-value 0.005, so it can be concluded that there is a leadership relationship with the performance of officers in the Pulmonary TB Case Discovery. The results of the analysis also obtained an OR value of 3.9, which means that respondents who have good leadership have a 3.9 times greater chance of performing in finding pulmonary TB cases according to the target than those who have poor leadership. According to Kopelman, 1986 in Nursalam (2016), organizational determinants namely leadership and reward systems affect individual performance. Leadership is the activity or art of influencing others to want to work together based on the ability of that person to guide others in achieving the goals desired by the group.

In the opinion of the researcher, each leader has the authority and responsibility in determining all his dipuskesmas activities, a leader is expected to be able to influence others, be able to direct the behavior of others to achieve common goals. A leader has his own style and can be adapted to the situation. Leadership is very important in the growth of work motivation in employees so that it will have a positive impact on morale that will later be expected to continue to increase. The employee's morale affects the productivity of his work. Working morale can be increased with the help of leaders, be it praise, incentives or other things.

Relationship Between Rewards and Performance of Officers in Lung TB Case Discovery

Statistical test results obtained a p-value of 0,000 so it can be concluded that there is a reward relationship with the performance of officers in the Pulmonary TB Case Discovery. The results of the analysis also obtained an OR value of 4.6, which means that respondents who have high rewards are 4.6 times more likely to perform in finding pulmonary TB cases in accordance with the target than those who have low rewards. Organizational determinants of leadership and reward systems affect individual performance. On the one hand a person uses his knowledge, skills, energy and part of his time to work on the other hand he expects certain rewards (Siagian, 2014).

The results of this study are in line with research by Bambang Nurwanto, et al (2015) which says that there is a relationship of incentives with performance (p = 0.045). This indicates that less incentives contribute to the poor performance of officers. Another study by Joyo Minardo, et al (2015) said that based on all the main informants said that rewards are needed, in addition to increasing motivation, also to facilitate the running of a program if funding is available. Based on the description above, researchers argue that rewards can encourage someone to improve their work. The existence of a reward relationship with the performance of this officer indicates that the lack of rewards causes the low performance of

the officer. The amount of compensation that is not in accordance with the workload will certainly cause a lack of responsibility in carrying out the work. The existence of officers who feel unsatisfied with the rewards they get can cause their performance to be less than optimal because with the rewards can be a stimulus to improving the performance of officers in finding cases of pulmonary TB.

Relationship between work design and performance of officers in the discovery of pulmonary TB cases

The statistical test results obtained p-value of 0,000, it can be concluded that there is a relationship between work design and the performance of officers in the Pulmonary TB Case Discovery. The results of the analysis also obtained an OR value of 4.4, which means that respondents who have a good job design have a 4.4 times greater chance of performing in finding pulmonary TB cases according to the target compared to those who have a poor job design. Job design is a breakdown of tasks and how to carry out tasks or activities that include people doing the task, how the task was carried out, the time the task was done and the expected results. Job design aims to regulate work assignments in order to meet organizational needs (Handoko, 2014).

According to researchers, job design is an important factor in management because in addition to relating to productivity it also involves workers who will carry out program activities at the puskesmas. The work design is absolutely owned by every puskesmas because the design of the work carried out is to arrange a number of tasks into a job so that the work carried out becomes directed and clear. With the work design, the aim is to arrange work assignments so that they can meet the program activity targets in the puskesmas. Job design helps in explaining what work needs to be done, how to do the work, how much work needs to be done and how the conditions must be carried out so that the work can be completed, TB case finding can reach the target.

The Most Dominant Factor

There are three factors that affect performance, namely individual factors, psychological factors and organizational factors (Gibson, 1997) in Nursalam (2016). These three factors mutually affect work behavior that will affect a person's performance.

From table 9, it appears that motivation is the most dominant factor related to the performance of officers in the discovery of pulmonary TB cases, which has the highest OR value of 7.490. According to Nursalam (2014), there are two methods of motivation, namely direct motivation is motivation given directly to each individual to meet their needs and satisfaction, so its special nature, such as praise, appreciation, holiday allowances, bonuses and service stars, and indirect motivation is the motivation that is given is only the facilities that support and support so that the spirit. For example a comfortable work space, a harmonious work atmosphere and the like.

The results of this study are in line with research by Joyo Minardo, et al (2015) who say that good motivation will support every officer willing to work hard and enthusiastically to achieve high productivity. Another study by Bambang Nurwanto, et al (2015) which said

that there is a relationship of motivation with performance (p = 0.014). Motivation is a very important factor that can have implications for the quality of one's work.

According to researchers, the dominant relationship between motivation and performance of officers is because motivation is a direct factor that drives someone to do something. Motivation that includes responsibility, needs, comfort, and enjoyment at work will certainly encourage someone to work better. Therefore, motivation is a factor that can directly move someone to work. Motivation is a very important factor that can have implications for the quality of one's work. The motivation of staff to work can be influenced by their own will or due to outside encouragement needed to carry out their task of finding pulmonary TB cases.

CONCLUSION

Most respondents in this study have good knowledge as much as 197 respondents (55,5%), negative attitude that is 185 respondents (52,1%), low motivation as many as 192 respondent s(54,1%), good leadership as many as 195 respondents (54,9%), rewards low as many as 182 respondents (51,3%), good job design as many as 190 respondents (53,3%) and performance did not meet the target of 218 respondents (61,4%) From the study, it is found that there is a relationship of knowledge with the performance of officers in the Pulmonary TB Case Discovery in the Way Kanan District (p-value = 0,000) Moreover, There is a relationship of attitude with the performance of officers in Lung TB Case Discovery in the Way Kanan District (p-value = 0,000) and there is a relationship of motivation with the performance of officers in the Pulmonary TB Case Discovery in the Way Kanan District (p-value = 0,000). It was also observed that there is relationship between leadership with the performance of officers in Lung TB Case Discovery in the Way Kanan District (p-value = 0.005), relationship between reward and the performance of officers in Lung TB Case Discovery in the Way Kanan District (p-value = 0,000) and relationship of work design with the performance of officers in the Pulmonary TB Case Discovery in the Way Kanan District (p-value = 0,000). The most dominant factor in the performance of officers in the discovery of pulmonary TB cases in the Way Kanan District Health Office in 2020 is the motivational factor (OR 7,490).

ACKNOWLEDGEMENTS

This paper and the research behind it would not have been possible without the exceptional support of Dr. H. Andi Surya, M.M., the Chairperson of the Mitra Indonesia Foundationa and Dr. Ir. Hj. Armalia Reny W.A., MM as Chancellor of Mitra Indonesia University. Also to the author's supervisor Achmad Djamil, SKM., M.Kes who has provided input and suggestions so that the author can complete this article. Dr. PA Kodrat Pramudho, SKM., M.Kes as Chair of the Master of Public Health Study Program, Mitra Indonesia University and Eko Sugeng Irianto, MPS., PhD as a Supervising Lecturer and Dr.dr.Endang Budiati, M.Kes as a Test Lecturer who has provided input and suggestions so that the author can complete this thesis. The author would also like to thank the Head of the Way Kanan District Health Office and staff who are willing to help and provide the data needed in the preparation of this thesis. Both the author's parents and siblings who always pray, always

give encouragement, and always provide support both morally and materially. Criticism and suggestions from all parties are expected for the perfection of this thesis writing. The author hopes that this thesis will benefit the community and all interested parties.

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