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Work Motivation and Achievement of Health Officers in Basic Program Public Health Center in Sojol District

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ABSTRACT

The purpose of health development is essentially to realize a healthy Indonesia, which is an ability to reach quality health services, fair and equitable for all Indonesian. The low performance of health center in health service in Central Sulawesi is basically caused by several factors: lack of adequate health center, lack of motivation and dedication of staff. The present research aims to find out the relationship between work motivations of health worker toward achievement of target of its basic program. This was an observational analytic research to find out the relationship between variables quantitatively without giving intervention to variables be studied with cross sectional method. The location of the research was public health center in Sojol district. Sampling is carried out by using total sampling. Population of the research includes 40 health officers at Balukang and Tonggolobibi public health center. Based on the results with chi-square test, the value of $p = 0.025$ ($p \leq 0.05$) indicates that there is a statistically significant correlation between work motivation of health worker and the achievement of basic program target of health center in Sojol.

Keywords: Work motivation, Achievement, Basic program of health center

INTRODUCTION**Background**

The purpose of health development is essentially to realize a healthy Indonesia, which is an ability to reach quality health services, fair and equitable for all Indonesian. To reach these purposes, various health development efforts have been implemented and have shown a significant change in the form of improvement of public health status. Nevertheless, the facts show that the quality, fair and equitable health services is still far from the expectations of society and requires a great effort to achieve⁽¹⁾.

Low performance of health service in Central Sulawesi is basically caused by several factors, including the low ability in providing reliable, accurate and consistent service, unavailability of adequate health center resources (human resources, health facilities and infrastructure), lack of motivation and dedication staff. Thus, the performance of personnel in health services in Central Sulawesi need to be improved, one of which is through motivation of health workforce⁽²⁾.

Health center in Sojol is part of Health center located in the Central Sulawesi region with basic program achievement in 2014 was only 50% or 3 (three) programs from 6 (six) basic programs as stipulated in the Minister of Health of Republic of Indonesia no. 75, 2014. Three other basic programs that have not reached the target is an environmental health program with target of 85% with performance of 70%. Mother and Child Health and Family Planning Program, with target of 85% reached 72% achievement. Community Nutrition Program, with target of 85% and reached 69% in 2014. The purpose of the present research is to find out the relationship between work motivation of health workers with the achievement of basic program target of health center in Sojol⁽³⁾.

METHODS

This was an observational analytic research to determine the relationship between variables quantitatively without giving intervention to variables studied by using cross sectional method. The location of the research was health center in Sojol district. Sampling was carried out by using total sampling. The population in this research was 40 health officers at Balukang and Tonggolobibi public health center. The sample in this study was all officers who work in Balukang and Tonggolobibi.

Data processing techniques was as follow: prior to editing process, the completeness of the primary data obtained was performed. After the data was complete, it was analyzed by using computer application and then explained descriptively. Furthermore, to determine the relationship of variables, chi-square statistical test ($\alpha = 0.05$) was applied.

RESULTS

Work motivation of health workers at Sojol has a very significant influence on the achievement of the basic program of health centers in Sojol. Motivation of work of 40 health officers of health center in Sojol, 13 health officers still had poor motivation in doing their work to achieve its target achievement of basic program. The rest, 27 other health officers were well motivated to achieve the target of basic program achievement of health center in Sojol. Staffs motivation of health center health workers had a very significant relation to the achievement of the target achievement in basic program of health center in Sojol. The relationship of health officers motivation with achievement of target is shown in table 1.

Table 1. Distribution of correlation work motivation health officers and achievement in basic program public health center of Sojol District.

Motivation of Health Officers	Health Center Basic Program				Total	P Value
	Not reaching the target		Reach the target			
	n	%	n	%	n	%
Not good	10	77	3	23	13	100
Good	9	33	18	67	27	100
Total	19	47.5	21	52.5	40	100

In Table 1, 23% of 13 poor motivated workers can still achieve the target of basic program r, while 77% cannot achieve the target of basic program achievement. Among health workers with good motivation, 33% (27) health workers cannot achieve the target achievement of basic health center programs while 67% can achieve the target achievement of the basic program in the health center.

DISCUSSION

Achievement of health center basic program is strongly influenced by the motivation factor of work of health officer. Work motivation is a will or desire that appears in the health officer that raises the spirit or drive to work optimally to achieve the goal. With motivation, health workers will feel a special impetus to complete a job towards achieving organizational effectiveness. When health worker has motivation to excel and receive an allowance, they will perform their tasks as well as possible. However, when people think that doing the job is just a routine they tend to be static in their work.

Based on the results of the analysis using the c-square test, $p = 0.025$ ($p \leq 0.05$), indicating that there is a statistically significant correlation between work motivation of health worker and achievement of target of basic program of health center in Sojol. This shows that hypothesis in this study is accepted.

From the analysis, well-motivated health officers in Sojol are motivated to reach the achievement of basic program target of health center in Sojol because of reward (salary, and promotion) received in accordance with the workload and responsibilities given. However, support of training and support work infrastructure are still low. Health workers with poor motivation are less motivated to achieve the target achievement of basic health center programs in Sojol because inadequacy and inaccuracy of reward targets to accomplished health workers and lack of support provided to officers to develop their capabilities such as procurement of training or seminars and work infrastructure.

Basically, motivation of Health Officer Work is influenced by two main factors: intrinsic factor (one of them is achievement desire and satisfaction) and extrinsic factor (such as support and reward). This proves that the importance of motivation in officer to encourage and increase work productivity⁽⁴⁾. Extrinsic motivation can have a direct and powerful effect, but it will not last long. Intrinsic motivation is to care with quality in work. Those with good motivations tend to have long-term and deeper effects because they are attached to the individual and not forced⁽⁵⁾.

The motivation of the health worker has a positive and strong influence on the performance of the health center. The higher the level of motivation of health personnel, the higher the level of performance of health centers in health services. The existence of motivation in an organization is an element that can cause performance to be better or vice versa, or as an aspect required by all organizations because it is a central concept to improve

performance in an organization⁽⁶⁾. Someone who is highly motivated will tend to do something differently and always have innovation for learning things with the aim of improving its performance in the future⁽⁷⁾.

CONCLUSION

Based on the result of data analysis, it can be concluded that motivation of health officer has big contribution to the success of basic program of health center in Sojol. Increasing work motivation of health workers in Sojol is an aspect that needs to be considered, for example is the provision of training to officers who are still less competent and procurement of facilities and infrastructure to support the work process of every health worker. Aspects that greatly affect the work motivation of health center health workers in Sojol that is reward (salary, promotion positions, and awards for officers who excel at work).

Maintaining good motivation in every officer needs to be conducted by adjusting or upgraded aspects of reward (salary, promotion and other rewards) given to health officers at health center in Sojol. More attention to the supporting factors towards the smooth completion of work programs from health personnel such as infrastructure facilities and training on quality improvement of human resources needs to be performed. It is expected that the officers will have high dedication to show consistent results so that the support of quality improvement. Infrastructure facilities can be provided by the health center and / or related stakeholders.

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