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Artikel Ilmiah
The Role for Leaders of Health Care Organizations in Patient Safety

Penelitian Ilmiah
Porbandar Metode MPS Ber-Ior Size EOQ Disertai Hasil Forecasting Terpilih dengan Maximum-Minimum Stock Level (Simulasi) Perancangan dan Pengendalian Persediaan di RG Siti Khodijah
Hubungan Sumber Tarbontannya Budaya Organisasi dengan Budaya Organisasi Puskesmas (Sebuah Analisis di Kabupaten dan Kota Kendari)
Analisis Efektivitas Upaya Penemuan Pendarit Kusta Baru Secara Aktif dan Pasif Menggunakakan Metode Cost Effectiveness Analysis (Studi Kasus di Puskesmas Dangke Kabupaten Sumbawa)
Strategi dan Rancangan Bauran Pemasaran Berdasarkan Kebutuhan dan Harapan Masyarakat terhadap Pelayanan Pelayan di Kabupaten Sumbawa
Upaya Pemasaran untuk Meningkatkan Pemanfaatan Rawat Inap di Bagian Kebidanan dan Kandungan RSUD Dr. H. Moh. Anwar Sumbawa Berdasarkan Analisis Perilaku Konsumen
Upaya Pencapaian Target BTA Positif pada Suspek TBC di Kabupaten Timor Tengah Selatan, Provinsi NTT (Analisis Determinan Kinerja Petugas Laboratorium Puskesmas)

Critical Appraisals
Upaya Pencapaian Target BTA Positif pada Suspek TBC di Kabupaten Timor Tengah Selatan, Provinsi NTT Sebuah Tinjauan Kritis

New Release
Increase Patient Safety by Creating a Quieter Hospital Environment
<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>The Role for Leaders of Health Care Organizations in Patient Safety</td>
<td>-</td>
</tr>
<tr>
<td>2</td>
<td>The Comparison of MPS Method with EOQ Lot-size along with Chosen Forecasting Result and Maximum-Minimum Stock Level (Simulation on Stock Planning and Controlling at Siti Khodijah Hospital)</td>
<td>-</td>
</tr>
<tr>
<td>3</td>
<td>The Correlation of Organization Culture Forming Source with the Community Health Center Organization Culture (An analysis in Kendari Regency and City)</td>
<td>-</td>
</tr>
<tr>
<td>4</td>
<td>PATIENT SAFETY FOCUS Increase Patient Safety by Creating a quieter Hospital Environment</td>
<td>-</td>
</tr>
<tr>
<td>5</td>
<td>Effectiveness Analysis of the Active and Passive Case Finding Effort of the New Leprosy Patients Using Cost Effectiveness Analysis Method (A Case Study at Dungkek Public Health Center in Sumenep Regency)</td>
<td>-</td>
</tr>
<tr>
<td>6</td>
<td>Marketing Mix Strategy and Plan Based on Community Need and Expectation of Village Comprehensive Health Post (Posyandu) Service in Sumenep Regency</td>
<td>-</td>
</tr>
<tr>
<td>7</td>
<td>Formulating Marketing Efforts to Increase the Utilization of Inpatient Ward at the Obstetrics and Gynecology Department of Sumenep Dr. H. Moh. Anwar Hospital through Consumer Behavior Factor Analysis</td>
<td>-</td>
</tr>
<tr>
<td>8</td>
<td>Efforts to Accomplish the Target of Finding Positive Acid Fast Bacilli Among TB Suspects in the Regency of South Center Timor, East Nusa Tenggara Province (Performance Determinant Analysis of the PHC Laboratory Personnel)</td>
<td>-</td>
</tr>
</tbody>
</table>
Efforts to Accomplish the Target of Finding Positive Acid Fast Bacilli Among TB Suspects in the Regency of South Center Timor, East Nusa Tenggara Province (Performance Determinant Analysis of the PHC Laboratory Personnel)

Upaya pencapaian Target BTA Positif pada Suspek TBC di Kabupaten Timor Tengah Selatan, Provinsi NTT (Analisis Determinan Kinerja Petugas Laboratorium Puskesmas)

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Abstract

Tuberculosis (TB) eradication program in the Regency of South Center Timor (SCT) is already improved by various trainings for program executors, Public Health Center (PHC) physicians as well as for TB microscopic personnel. Nevertheless, year by year the TB coverage has not reached the present target (6.18%) which is under the national target (10%). This research aims at analyzing the performance of PHC Laboratory personnel in an effort to increase the target achievement of finding positive AFB (Acid Fast Bacilli) amongst TB suspect in the SCT Regency. This is an observational analytical research conducted cross-sectional with samples of 18 laboratory personnel taken by a simple random sampling method. The primary data is collected through questionnaires for variables of individual characteristics, occupation, organization, and lab facility. Chi-square test is used to analyze data. The research result reveals 50% of PHC Lab personnel show insufficient performance. There is a correlation between the target achievement of finding positive AFB (Acid Fast Bacilli) in TB suspects and (1) lab personnel attitude (p = 0.015), from 10 respondents (55.6%) who have positive attitude towards positive AFB findings, 80% can achieve the positive AFB target amongst TB suspects; (2) lab personnel actions (p = 0.015), from 55.6% personnel who take action compliant with the fixed-procedure, 80% can achieve the positive AFB target amongst TB suspects; and (3) reagent (p = 0.015 ), although 56% of PHCs have sub-standard reagents, 20% can still achieve the target. Strategic issues as the result of a Focus Group Discussion are compiled to formulate the recommendation for improving PHC lab personnel performance in SCT Regency. The recommendation is directed to change lab personnel attitude by enchancing their motivation through new motivators, avoiding things which will bring about disappointments and by changing the monotonous training into a more dynamic interesting simulations, with one hope to change personnel actions into compliant attitude towards fixed procedures).

Keyword : performance, attitude, action, TB, lab, personnel, reagent,

Daftar Pustaka :