

A Description of Cadre Motivation of Community TB-HIV Care Aisiyyah in Sukoharjo and Sragen District

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Abstract: Tuberculosis is a major cause of death in most countries. Community TB-HIV Care Aisiyyah is a non-governmental organization of Muhammadiyah in Indonesia that actively seeks TB suspects. Cadres of the Community TB-HIV Care Aisiyyah in Sragen and Sukoharjo regencies have not been able to meet the target of 1000 TB suspects / semester. This study aims to describe the motivation of cadres of Community TB-HIV Care Aisiyyah Sukoharjo and Sragen and the correlation between the motivation and TB suspect finding. This type of research was analytic observational with cross sectional approach. The object of the study was all cadres of Community TB-HIV Care Aisiyyah in Sragen and Sukoharjo. The data were analyzed through description and Exact Fisher test. The results showed that the cadres are likely to do the job sincerely. However, there is correlation between opinion of attractive reward and target achievement of TB suspect finding. Reward in the form of money tends to be a motivation to achieve the target of TB suspect finding. Therefore, it is suggested that principal member of the community can hold regular recitations meeting to refresh the cadre's motivation and consider to increase the reward to appreciate the cadres of achieving the target of TB suspect finding.

1 INTRODUCTION

Tuberculosis (TB) is an infectious disease caused by *Mycobacterium tuberculosis* which attacks various organs or tissues of the body, especially the lungs (Widoyono, 2011). According to WHO, the number of tuberculosis case is higher than HIV / AIDS. In 2016, it was estimated that there were 10.4 million new cases of tuberculosis, or 142 cases / 100,000 populations. 60% of new cases occurred in 6 countries: India, Indonesia, China, Nigeria, Pakistan and South Africa (WHO, Global Tuberculosis Report, 2017). In Indonesia, the highest rate was reported in West Java with 23,774 people, East Java with 21,606 people and Central Java with 14,139 people (Ministry of Health, 2016). According to Widoyono (2011), the national strategy of TB prevention refers to the DOTS recommended by WHO. The discovery of TB patients in this strategy is done passively (passive case-finding). Directly observed treatment, short-course (DOTS) is

indeed a comprehensive step to tackle TB, but this strategy did not run optimally, as evidenced by the government's lack of targets in the efforts to overcome the spread of TB cases. Alternative TB eradication program with active case finding is to capture suspected pulmonary TB by involving the community organizations (Wahyudi, 2010). One community organization under the Muhammadiyah organization that is active in TB control is Community TB-HIV Care Aisiyyah

Based on the Principal Recipient of TB-HIV Care Aisiyyah in 2017, Aisiyyah established a community that participates with the government in the efforts to eradicate TB. The community is called Community TB-HIV Care Aisiyyah and includes secondary and primary fund managers from the Principal Recipient (PR). The program of this community has been implemented in several areas; some of them are in Central Java Province, particularly Sukoharjo and Sragen. The cadres of the community in both regencies found 566 TB suspects in 2017. The number reached 26% in Boyolali Regency, 87% in Sragen Regency, 81% in Karanganyar Regency, 38% in Sukoharjo Regency,

and 44% in Klaten Regency. The number has not fulfilled the target of 1.000 suspects per semester.

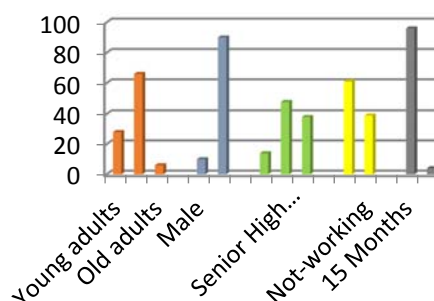
In fact, the finding depends on the performance of the cadres in the community of TB-HIV Care Aisyiyah in accomplishing several tasks. They include counseling, finding the suspects, and assisting the patients with MDR TB and TB-HIV with DOTS strategy. However, the cadres have not reached the target of TB suspect through active case-finding. They only provided information to the target community when there is an event. Indeed, they did not take the initiative to do the counseling. As a matter of fact, the cadres should be highly motivated, especially in accomplishing the counseling task. According to Porusia and Iswari (2018), the cadres of community TB-HIV Care Aisyiyah Surakarta are likely able to find more suspects when they receive higher reward in the form of money. However, this result was analyzed from secondary data. Therefore, it is important to look for the primary data by interviewing the cadres about their motivation to find TB suspect. This research aimed to describe the motivation of the community cadres of TB-HIV Care Aisyiyah Sukoharjo and Sragen and the correlation between the motivation and TB suspect finding.

2 MANUSCRIPT PREPARATION

This type of research is analytical research with an observational approach and uses cross sectional study design. This study aims to describe the motivation of the Community TB-HIV Care cadres of Aisyiyah in seeking TB suspects and to acknowledge their motivation in the discovery of TB suspects in Sukoharjo and Sragen Regency. The study was conducted in March-June 2018. The population of this study included the cadres of TB-HIV Care community Aisyiyah in Sukoharjo and Sragen Regency which worked for 1 year starting December 2016-December 2017 and attended relevant training. By using total sampling method, the research took 77 respondents. The measuring instrument used is questionnaire that contains the reasons, motivations of each cadre, and the target of TB suspect. Univariate analysis was employed to describe the cadres' motivation while bivariate test using Exact Fisher test was used to correlate the motivation and the target of finding TB suspect. Ethical approval was provided by the Ethical Research Committee of Universitas Muhammadiyah Surakarta.

3 RESULTS

Percentage of cadre characteristic is displayed in the chart below.



Gambar 1. Characteristic of Cadre

There were 77 respondents participated in this research. Most of them aged between 36-55 years old (40% middle-aged adults and 90% women). Thirty seven respondents graduated from high school and forty seven of the total numbers were working. Most of them have been joining this organization for more than 15 months. All of them admitted that finding TB suspect is a tenet of ISLAM religion that teaches them to help others and 98% of them confessed that they do the task sincerely. However, 75% of the respondents felt that the task interrupts their time. Eighty two percent of the respondents felt that the reward was not attractive and 98% of the respondents declared that they do this activity apart from the award. Despite the results, the target was achieved by the majority of cadres (60 people or 78%).

Based on the correlation test using Exact Fisher Test, there is a correlation between the opinion of attractive reward and target achievement of suspect finding ($p=0.031, <0.05$). On the other hand, there is no correlation between sincerity to find suspect and target achievement of suspect finding ($p=1, >0.05$).

4 DISCUSSION

Aisyiyah is a branch organization of Muhammadiyah that empower women as its member. Thus, the cadres of the Community TB-HIV Care Aisyiyah are mostly women. In Muhammadiyah organization, the members believe that ISLAM teaches its follower to do *Amar Ma'ruf*

Nahi Munkar which means 'enjoining good, forbidding wrong'. It is recited from Quran surah Luqman (17) "O my child, set up a prayer and tell people to do good and prevent them from doing wrong and be patient with what happens to you. Indeed, those include things that are required". Therefore, Community TB-HIV Care Aisyiyah empowers women to find and assist the TB suspects as an effort to control Tuberculosis disease.

As mentioned earlier, most of the respondents aged between 36-55 years old (middle-aged adults, 40%). Almost 60% of the respondents are working. They voluntarily take part in the community even if they are working. Seventy five percent of them felt that the task was interrupting their time. Those who have been in the community for more than 15 months tend to be highly motivated because they are fully dedicated. It is proven by the research conducted by Ardiani (2016) that the length of service affects motivation.

The cadres, as much as 98%, admitted that finding the TB suspect teaches them to help others. According to Green theory, this belief is included into predisposing factors, derived from the field of public health which has been in the context of L. W. Green's PRECEDE-PROCEED model of community health promotion planning and evaluation (Green and Kreuter, 1999). Green's PRECEDE-PROCEED model group divides factors into three types: predisposing, reinforcing, and enabling factors. "Predisposing factors" are defined as factors that exert their effects prior to occurring behavior, by increasing or decreasing a person or population's motivation to undertake particular behavior. Predisposing characteristics were seen to include demographic factors (gender and age), behavioral intentions, and the psychological realm which include people's knowledge, beliefs, attitudes, self-efficacy, values, social structure, and existing skills. In this research, the belief that helps others by finding TB suspect as part of ISLAM tenet is included into predisposing factor, in that all cadres agreed to do this job. From religious aspect, the cadres should participate voluntarily and sincerely. However, it was found that there is no correlation between sincerity and target achievement of suspect finding ($p=1, >0.05$).

On the other hand, 98% respondents declared that they do the job apart of the reward and 82% respondents stated that the reward was not attractive. In community TB-HIV Care Aisyiyah, the cadre is given about Rp15.000 (\$1) to find one TB suspect. Each has a responsibility to reach find around 18-20 TB suspect per semester. The target of finding TB

suspect is achieved only by 60 people (78%). However, based on the correlation test using Exact Fisher Test, there is a correlation between the opinion of attractive reward and target achievement of suspect finding ($p=0.031, <0.05$). Besides, there is enabling factor that make people change their behavior. Enabling factor includes the accessibility of the sources and accommodations, the educational classes, the family support, and the skills (Green and Kreuter, 1999). The reward in the form of money is also considered as the enabling factors. It is assumed that the money received by the cadre is to appreciate their work.

When the research was conducted, the cadre said that the purpose of their participation is in accordance with the Islamic teaching *Amar Ma'ruf Nahi Munkar*. Some cadres do not expect any rewards because from the beginning they only want to help the government in TB eradication programs. However, the need for rewards for cadres helps to build their motivation. According to Djuhaeni (2010), incentives as part of external motivational factors were not expected by the community. Rewards can be in the form of certificates or gift awarded to outstanding cadres, as it will be more memorable. A person's motivation arises when given the opportunity and feedback from what has been done, therefore an award is needed so that someone feels cared and guided when making an effort. This is in line with Malayu's study (2005), stating that incentives are additional remuneration given to employees and this incentive is used to support their work. This is reinforced by the research conducted by Megawati (2004), who said that all cadres can get incentives of varying amounts among cadres. Even though they do voluntary job, but cadres may expect some incentives. According to Porusia and Iswari (2018), if incentives increase, the number of suspected TB findings tends to increase. Although the predisposing factor is fulfilled, which is the sincerity as part of religion belief, the enabling factor should be supported as well by giving the appropriate reward in the form of money to the cadres.

The cadres have been trained in the beginning of recruitment process. However, this training should be repeated periodically to give new information related to TB. An important component that has a direct effect on improving performance is knowledge (Yaslis, 2001). Notoadmodjo (2007) said that cadre behavior which is based on knowledge is more significant compared to those that are not based on knowledge. In addition, Wahyudi (2010) said that there is correlation between knowledge of health and TB suspect discovery. Adequate knowledge about TB is likely to boost the cadres to

find TB suspect. Wahyudi's research (2010) mentioned that motivation is a driving factor for someone to act. The stronger the motivation, the easier it is for someone to move (p value = 0.012). Therefore, it is suggested that the principal member of Community TB-HIV Care Aisyiyah can hold regular meetings to refresh the cadres' motivation and take a consideration to increase the reward in the form of money to persuade the cadres to achieve the target of TB suspect finding.

5 CONCLUSIONS

The results showed that most cadres participate in TB suspect finding because of religion and they admitted to be sincere. However, there is a relation between money reward and target achievement of suspect finding ($p = 0.031, <0.05$). It showed that the cadres are likely to do this job sincerely. Nevertheless, the money reward has become the motivation to achieve the target of TB suspect finding. Therefore, it is suggested that principal member of Community TB-HIV Care Aisyiyah can hold regular meetings or recitations to refresh the cadres' motivation and take a consideration to increase the reward to persuade them to achieve the target. It is recommended that the next researchers conduct experimental research about the performance of the cadres who received higher reward and regular training in achieving the target of TB suspect finding.

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