

Motivation Factors of HIV Service Officers to Get SPM HIV Achievements in Sumenep District

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ABSTRACT

The purpose of this study was to analyze the determinants of motivation for HIV service to get SPM achievements of the HIV section in Sumenep district. The population in this research are all HIV/AIDS service officers in Sumenep District with a total of 120 respondents. The number of samples taken were some health workers throughout the Sumenep District Health Center based on the Isaac & Michael Sample Determination Table which amounted to 102 respondents. Data collection was carried out by distributing questionnaires. The data analysis method uses multiple linear regression and data processing is used by SPSS 18. The results of hypothesis research show that the reward has a positive and significant effect on motivation, so it can be interpreted that the better the award, the higher the work motivation. Leadership supervision is not statistically significant $p(0.87) > (0.05)$, so that leadership supervision has no effect on the motivation of HIV service workers. The period of service is statistically significant $p(0.046) < (0.05)$, so it can be interpreted that the longer period of service, the higher the level of employee motivation. The leadership style variable on motivation shows that the p-value is $0.000 < (0.05)$ then H_0 is rejected and H_1 is accepted so it is concluded that there is a positive influence between leadership style on the motivation of HIV service workers in Sumenep District.

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Keywords: Reward, Supervision, Period of service, Leadership style, Motivation

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INTRODUCTION

The goals of the SDGs are to reduce maternal mortality, reduce child mortality, control tuberculosis, malaria, and HIV/AIDS, realize gender equality, protect the environment and maintain access to clean water, implement global partnerships including ensuring access to essential medicines (Ministry of Health, 2020).

According to UNAIDS data, the number of new HIV infections in Indonesia ranks third after India and China in the Asia Pacific region. (health.detik.com, 2019). Until December

2020 the number of people with HIV reached 51 people, while people with AIDS reached 18 people with a total of 6 deaths. (Dinkes, 2020).

Revention of HIV AIDS is one of the government's targets as stated in the Ministry of Health Regulation no. 21 of 2013 on HIV AIDS.

In Law 23 of 2014 concerning Regional Government, health is one of six government affairs related to basic services; namely: 1) Education 2) Health 3) Public Works and Spatial Planning 4) Public Housing and Settlement Areas 5) Peace and public order and Community Protection; and 6) Social.

The Ministry of Health has issued Regulation of the Minister of Health Number 43 of 2016 concerning SPM in the Health Sector which contains 12 types of basic services that must be carried out by Regency/City Governments, which include Health Services for People at Risk of HIV Infection.

The concept of SPM which has changed from Ministry Program Performance to Local Government Performance has consequences, Local Governments are expected to ensure the availability of sufficient resources (facilities, infrastructure, tools, manpower and money/costs) so that the process of implementing SPM runs adequately. SPM is a provision regarding the type and quality of basic services which are mandatory government affairs that every citizen has the right to obtain at a minimum. SPM is a minimum thing that must be implemented by the local government for its people, so the SPM target must be 100% every year (Kemkes. 2017).

The achievement of HIV SPM in Sumenep district in 2020 still reaches 80%. Meanwhile, according to Article 4 of the Minister of Health Number 4 of 2019 concerning Technical Standards for Fulfilling Basic Service Quality in the Minimum Service Standards (SPM) in the Health Sector, it is stated that the performance achievement of Regional Governments in fulfilling the quality of services for each type of basic service in the Health SPM must be 100% . This could be due to the lack of motivation of HIV/AIDS service workers in health facilities regarding the achievement of HIV SPM. One of the factors that influence the achievement of SPM is the motivation of health workers.

Previous research has stated that demographic, geographic, socio-economic and cultural conditions are implementation factors in the implementation of SPM specifically in the health sector in an effort to improve public health. (Darmini,dkk. 2020)

Research conducted by Gupta (2021) suggests that motivation is influenced by supervision and rewards given by the leader. Literature review conducted by researchers, it is known from all existing journals have a positive influence between supervision and work motivation of officers in achieving work targets.

According to the results of research (Sulastriningsih and Novita, 2016) there is a direct influence between the work motivation of health workers on the performance of officers by 51.7%.

Based on the above conditions, the authors are interested in researching Motivation Factors Of Hiv Service Officers To Get Spm Hiv Achievements In Sumenep District.

METHODS

In this study, the researcher used a quantitative design with a cross sectional approach, namely a research design that collects data at one time to the sample (Soekidjo, 2017). This study will analyze Motivation Factors Of HIV Service Officers To Get SPM HIV Achievements In Sumenep District . The total population is 120 respondents and a sample of 102 respondents is taken using *Isaac & Michael* table from a certain population. Data analysis used Multiple Linear Regression test. This research has passed the ethical test number: 2489/KEPK/VIII/2021.

RESULTS

Table 1 *Kolmogorov Smirnov* test on each independent variable research on the motivation of respondents which was held on 1 april -30 May 2021 with a total of 102 respondents

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		102
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.47661039
Most Extreme Differences	Absolute	.114
	Positive	.100
	Negative	-.114
Kolmogorov-Smirnov Z		1.149
Asymp. Sig. (2-tailed)		.143

a. Test distribution is Normal.

b. Calculated from data.

From the results of the normality test, got result that $p(0,143) > \alpha(0,05)$, so the data is normally distributed.

Table 2 Multicollinearity test on each independent variable research on the motivation of respondents which was held on 1 april -30 May 2021 with a total of 102 respondents.

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	3.490	.944		3.695	.000		
Penghargaan Yang Diterima	.633	.133	.406	4.770	.000	.428	2.334
Masa Kerja	-.077	.038	-.116	-2.050	.043	.962	1.039
Gaya Kepemimpinan	.332	.058	.496	5.752	.000	.419	2.389

a. Dependent Variable: Motivasi Responden

Based on the output from Multicollinearity test, there is no multicollinearity between independent variables so that it means that this research meets the requirements of multicollinearity

Table 3. Heteroscedasticity Test on each independent variable research on the motivation of respondents which was held on 1 april -30 May 2021 with a total of 102 respondents.

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	
1	(Constant)	-2.453E-15	.944		.000
	Penghargaan Yang Diterima	.000	.133	.000	.000
	Durasi Kerja	.000	.038	.000	.000
	Gaya Kepemimpinan	.000	.058	.000	.000

a. Dependent Variable: Unstandardized Residual

The results of the analysis of the glacier test that have been carried out show that all variables have the same p value of 1,000, this means that all variables have a $p > 0.05$, meaning that there is no heteroscedasticity problem.

Table 4. Multiple Linear Regression test each independent variable research on the motivation of respondents which was held on 1 april -30 May 2021 with a total of 102 respondents

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	
1	(Constant)	3.423	1.034		3.309
	Penghargaan Yang Diterima	.645	.151	.414	4.276
	Masa Kerja	-.076	.038	-.116	-2.024
	Gaya Kepemimpinan	.332	.058	.495	5.716
	Supervisi	-.022	.134	-.012	-.164

a. Dependent Variable: Motivasi Responden

it was found that there were 3 variables that were statistically significant $p < (0.05)$, namely *reward*, period of service, and leadership style. while the supervision variable is not statistically significant.

Table 5. R Square table each independent variable research on the motivation of respondents which was held on 1 april -30 May 2021 with a total of 102 respondents

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.834 ^a	.696	.683	1.507

- a. Predictors: (Constant), Supervisi, Durasi Kerja, Gaya Kepemimpinan, Penghargaan Yang Diterima
- b. Dependent Variable: Motivasi Responden

Based on the results of the R Square table, *reward*, period of service, and leadership style statistically are significant. It can predict to respondent's motivation in 68.3%, while the rest is influenced by other factors.

DISCUSSION

A. Reward in Sumenep District

The results showed that most of the respondents (81%) stated that they were always given awards by their leader when the work carried out was completed. Meanwhile, more than half of the respondents (75.5%) who are always given awards have high work motivation.

This is in accordance with research (GIRUM, 2021) which states that rewards should be used proportionally to increase employee satisfaction and their motivation at work.

According to Astari, Nur Aisyah and Andika Sari, (2020), *reward* is a tool that can be used to motivate people to achieve targets

According to the researcher, a person's level of motivation is proportional to the level of appreciation received. The form of reward can be in the form of basic salary/basic salary, variable salary, incentives, merit fee, career/promotion opportunities, vacation, pension.

B. The Leader's Supervision of in Sumenep district

Almost half of the respondents stated that sometimes supervision is carried out by the leadership (48%). The results of the cross tabulation between leadership supervision and respondent motivation stated that 40.2% of officers who rarely supervised actually had high motivation. his study is not in line with the results of the study. (zai, 2019) which states that leadership supervision greatly influences employee motivation.

According to Mubarak, et al. (2017) that the higher a person's education, the easier it is for them to receive information because the more knowledge they have. if a person's level of education is low, it will hinder the development of a person's attitude towards acceptance. So that someone who already has a higher education does not need supervision actions that are often carried out by leaders to evaluate the results of their work.

According to researchers, leadership supervision does not really affect the motivation of officers because most of the officers 87 people (85.3%) have college education.

C. Period of Service of HIV Service Officers in Sumenep District

Based on the data of this research, it was found that more than half of the respondents had more than five years of service, namely 69 respondents (68%).

The results of the tabulation data between period of service and motivation data that more than half of respondents who had a service period of > 5 years also had a high category of motivation as many as 60 respondents (58.8%).

According to Tamunu, Pinontoan and Ratag, (2021), the longer the working period, the more work productivity tends to increase.

According to researchers, Period of Service is a symbol of the expertise of working in a place. So it can be concluded that if the HIV service officer has a better working period, the higher the achievement of the SPM HIV.

D. Leadership Style to HIV Service Officers in Sumenep District

The results showed that almost half of the respondents had a good category leadership style as many as 86 respondents (84%).

Based on the cross tabulation, almost all respondents who have a good category of leadership style also have a high category of motivation as many as 80 respondents (78.4%).

According to Khaliq (2021), there is a positive and significant role of leadership style on work culture and employee motivation

According to researchers, Effective leadership can encourage members so that members will make minimal mistakes that are visible or invisible to others.

E. Motivation of HIV Service Officers in Sumenep District

Based on the data of this research, almost half of the respondents have a high category of motivation as many as 88 respondents (86.3%). Most of the respondents who have the latest collage education have a high category of motivation as many as 87 respondents (85.3%).

According to Rosyidah (2014) If work motivation is not organized and improved, it will become a barrier in efforts to achieve organizational goals and have a negative impact on the organization and community.

According to researchers, the motivation of an employee in carrying out his responsibilities as an employee of an agency must be high. Because the work done will be paid every month.

F. The Effect of Rewards on the Motivation of HIV Service Officers in Sumenep District

The results of the Multiple Linear Regression test that have been carried out, it is found that the award variable is statistically significant $p(0.000) < (0.05)$ so it can be interpreted that the better the award given, the higher the level of employee motivation. Almost all respondents who are always given awards have high work motivation, as many as 77 respondents (75.5%).

Peetz, Milyavskaya and Davydenko (2020) said that When working to pursue goals, the rewards obtained play a very important role in the level of individual motivation.

According to Martono, Khoiruddin and Wulansari (2018), motivation and job satisfaction are significantly positively influenced by remuneration/reward.

According to the researcher, every officer would expect an award in the form of financial or appreciation from superiors.

G. The Effect of Leadership Supervision on the Motivation of HIV Service Officers in Sumenep District

The results of the Multiple Linear Regression test that have been carried out, it was found that the supervision variable was not statistically significant $p(0.87) > (0.05)$, so H_0 was accepted, meaning that leadership supervision had no effect on the motivation of HIV service workers in fulfilling the SPM achievements of the HIV section.

Based on the data of this research, Almost half of the respondents who are sometimes supervised by the leadership have a high category of motivation as many as 41 respondents (40.2%).

According to Kok *et al*(2018), supervision is not significant to motivation.

Hussain *et al* (2020) suggested that strict supervision can interfere with the mental and physical of subordinates by the substantial impact of supervision.

Forrester *et al* (2018) say that supervision does not create skill improvements that are good enough to affect the ups and downs of performance outcomes.

According to the researchers, especially strict supervision will actually damage the motivation of officers, so that it can cause the performance of the HIV section of MSS to decrease.

H. The Effect of period services on the Motivation of HIV Service Officers in Sumenep District.

The results of the Multiple Linear Regression test that have been carried out, it is found that the variable length of service is statistically significant $p(0.046) < (0.05)$, so it can be interpreted that the longer the officer's tenure, the higher the level of motivation.

According to Purnomo (2020), that experience is directly proportional to the length of service is one of the determinants of employee careers. In addition, the period of services factor is also an indicator of how strong employee engagement is with their place of work.

According to the researcher, if the period of services is optimized, the employee's performance motivation will increase. In general period of services is the level of work experience of employees which is calculated from the length of work in a particular field and in a certain scope.

I. The Influence of Leadership Style on the Motivation of HIV Service Officers in Sumenep District.

Based on the results of the Multiple Linear Regression analysis of the leadership style variable on motivation, it shows that the p-value is $0.000 < (0.05)$ then H_0 is rejected and H_1 is accepted so it is concluded that there is an influence of leadership style on the motivation of HIV service workers in Sumenep Regency.

According to Gaspersz (2011), the successful performance of a company depends on leadership.

According to Kontesa (2014). Psychologically, a very important aspect of work leadership is the extent to which the leader is able to influence work motivation.

According to the researcher, the influence of the leadership style of the head of the puskesmas on the motivation of HIV service workers in Sumenep Regency can occur if they can apply three forms of leadership style (transactional leadership style, transformational leadership style, situational leadership style)

CONCLUSION

More than half of the respondents stated that they were always given awards, namely 83 respondents (81%). Almost half of the respondents stated that sometimes supervision was carried out by the leadership, namely as many as 49 respondents (48%). Most of the respondents had more than five years of service, as many as 69 respondents (68%). Almost all respondents chose the good category leadership style as many as 86 respondents (84%). Almost half of respondents have a high category of motivation as many as 88 respondents (86.3%). here is an effect of rewards on the level of motivation of HIV service workers to fulfill HIV SPM achievements in Sumenep District. here is no effect of leadership supervision on the motivation of HIV service workers in fulfilling the HIV SPM achievements in Sumenep District. There is an effect of period service on the motivation of HIV service workers in fulfilling the HIV SPM achievements in Sumenep District. There is an influence of leadership style on the motivation of HIV service workers in fulfilling the HIV SPM achievements in Sumenep District.

SUGGESTION

For Respondents It is expected that respondents can understand more deeply related to SPM, especially the HIV section in order to achieve the target every year. For Educational Agencies It is hoped that educational institutions can use the results of this study as learning input and can be developed again for further research to be more useful for readers and researchers. For Researcher It is hoped that further research needs to be deepened and added

more specific research on the Determinant Factors of Motivation of HIV Service Officers to fulfil the SPM achievements of the HIV section in key populations in Sumenep district.

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I solemnly declare that to the best of my knowledge, in this thesis there is no scientific work that has been submitted by another person to obtain an academic degree at a university, and no work or opinion has been written or published by another person. , except those quoted in this manuscript and mentioned in the citation sources and bibliography.

CONFLICT OF INTEREST

In this study, there is no interest whatsoever concerning myself or with other institutions other than the Indonesian Strada Institute of Health Sciences, Kediri City.

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