

# THE DETERMINANTS OF HEALTH PERSONNEL PERFORMANCE IN TUBERCULOSIS CONTROL USING “ACHIEVE” MODEL

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## ABSTRACT

**Background:** Tuberculosis (TB) remains a major public health problem in the world that causes morbidity and mortality. The role of health personnel is important in the implementation of lung TB control program. Health personnel performance that is not optimal can cause the TB case to remain high. Little is known about the factors affecting the performance of health personnel in Indonesia. This study aimed to examine the determinants of health personnel performance in TB control using “ACHIEVE” model.

**Subjects and Method:** This was an analytic observational study with a cross-sectional design. The study was conducted in community health center in Jember, East Java. A sample of 45 health personnel of TB program implementation was selected for this study by simple random sampling. The dependent variable was health personnel performance, which included TB case finding, observation, and monitoring of TB patients. The independent variables were ability, clarity, help, incentive, evaluation, validity, and environment (ACHIEVE). The data were collected by questionnaire and analyzed by logistic regression in SPSS 16.

**Results:** Of all health personnel under study, 43 (93.4%) had good ability, 75.6% received positive organizational support, and 84.5% received appropriate evaluation. Health personnel performance was determined by ability (OR= 2.98; p= 0.002), clarity (OR= 1.18; p= 0.013), help (OR= 2.98; p= 0.002), incentive (OR= 0.98; p= 0.054), evaluation (OR= 1.18; p= 0.013), and environment (OR= 0.80; p= 0.047).

**Conclusion:** Health personnel performance is determined by ACHIEVE model, except validity which was not examined in this study.

**Keywords:** tuberculosis program, health personnel, performance, ACHIEVE model

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