



THE EFFECT OF SALT (SUPPORT APPRECIATE LEARN AND TRANSFER) METHOD ON ENHANCEMENT OF CADRE'S COMMITMENT AND MOTIVATION TO GIVE PREGNANT WOMEN REFERRAL TO VCT (VOLUNTARY COUNSELING AND TESTING) CLINIC FOR HIV TEST IN COMMUNITY HEALTH CENTER IN TULUNGAGUNG REGENCY

Desi Lusiana Wardhani^a, S.Supriyanto^b, Nasronudin^c

^a Doctorate Program of Health Science Airlangga University; Tulungagung Health Agency,

^b Faculty of Community Health Science Airlangga University, Surabaya,

^c Airlangga University Hospital, Surabaya

ABSTRACT

Transmission of HIV from pregnant women to their children can be prevented by early examination to VCT clinics. Cadres as the spearhead of community health play an essential role in encouraging pregnant women to do test in VCT clinics. Commitment and motivation of the cadres are two determining factors of the success in encouraging pregnant women to consult to VCT clinics. The objective of this research is to investigate the effect of training about HIV which employs SALT method on commitment and motivation to give pregnant women referral to VCT (voluntary counseling and testing) clinic for HIV test. This research is a quasi experimental research involving 50 intervention groups and 50 control groups as the samples. The experiment groups were given training by using SALT method while the control groups were given only the HIV modul. The data were analyzed by using Wilcoxon Sign Rangk Test dan Mann Whitney U Test. The research findings shows that difference test on the control groups indicates no difference between pre-test and post-test with p-value of commitment is 0.494 and p-value of motivation is 0.141, which are bigger than α (0.05). On the other hand, the result of different test on treatment group by using Mann-Whitney U test shows that p-value of commitment is 0.020 and p-value of motivation is 0.015, which are both less than α (0.05). The result indicates that there is a significant difference between control group and treatment group. Therefore, it can be concluded that training using SALT method can increase motivation and commitment of cadres so that they are able to give pregnant women referral to VCT clinic.

Keywords : Commitment, Motivation, SALT

INTRODUCTION

Report of global HIV (*Human Immunodeficiency Virus*) epidemic shows that 34 million people in the world are living with HIV. 50% of them are women and 6% are children under the age of fifteen. HIV in pregnant women is dangerous both for the women and their babies. 90% of HIV

cases found in children are transmitted from their mother (MTCT/ *Mother to Child Transmission*)¹. The number of HIV incident in East Java in 2014 is 32,645 with 17,053 incidents of AIDS. The number of AIDS in East Java is the highest in Indonesia and HIV is the highest number two after Special Region of Jakarta. It can be observed that HIV incident in Tulungagung regency increases from time to time, especially in 2013 to 2014. In 2014, there were 16,730 (0.077%) new cases of HIV found in pregnant women. Moreover, there have been cases of late prevention of HIV in Tulungagung which are indicated by more than 77% of pregnant women are diagnosed with HIV in TM II and above³. One factor which influences the late prevention is the fact that many pregnant women are reluctant to visit VCT clinic for HIV test since HIV still carries negative social stigma. Therefore, it is essential for HIV cadres to detect pregnant women who are prone to HIV and to refer them to VCT clinic for a HIV test. Here, cadres need to have high motivation and commitment in order to be able to perform their duty to deal with HIV and clear the stigma carried by HIV. The aim of this study is to investigate the effect of SALT method in training about HIV on cadres' commitment and motivation to give pregnant women referral to VCT clinic.

MATERIAL AND METHODS

This study is a quantitative research with quasi experiment design using the non equivalent kontrol group, pre test-post test design, in which measurement is conducted in those groups before and after treatment with regular interval⁴. This study will give intervention in form of empowerment training using SALT method in experiment group while the control group are given only HIV module⁵.

The research population was 2,220 cadres in 10 integrated health services posts in Tulungagung regency. The samples were determined by using formula of proportion-based samples hypothesis test⁶. The n (the size of the sample) result was 47 people. In order the anticipate design effect, the number of samples was made into 50 people. Therefore, there were 50 people in intervention group and 50 people in control group. The samples were taken by using multistage random sampling.

The instrument employed questionnaires to measure commitment and motivation of the cadres. There were 15 items regarding commitment consisting of desire, willingness, and confidence in giving information about HIV. In the questionnaire about motivation, there were 10 items consisting of materials needed to provide training, required printed media, motivation from the officials when giving training, motivation from the officials when giving referrals, appreciation, their attempt to prevent transmission of HIV, satisfaction when they are able to give referral, satisfaction of knowing that both the mother and the baby are healthy, belief of receiving blessings from God, and belief that what they do is part of worshipping God. The questionnaire used Likert scale to measure commitment and motivation while data collection sheet was used to observe data about referral.

Validity and reliability test was conducted to 30 responedents. If the value of *corrected item total correlation* > 0.361 , then the statement is considered valid. The value of coefficient is reliable if *Cronbach alpha* $> 0,60$ ⁷. Validity and reliability test is the measurement tool for commitment and motivation as the quantitative variables.

Wilcoxon Sign Rank test was used to analyze the difference in commitment, motivation and pregnant women referral prior to and subsequent to training on intervention and control group. *Man whitney U test* was employed in statistical analysis to investigate difference in commitment, motivation and pregnant women referral between intervention and control group.

Ethical Consideration

Prior to data collection, the writer conducted ethical examination in Faculty of Community Health Airlangga University. The statement of ethical examination on April 14, 2016 shows that this study

is appropriate to be conducted. This examination is an attempt to protect rights and security of the research subjects.

RESULTS AND DISCUSSION

The result of difference test using *Wilcoxon Sign Rank test* on pretest and posttest of the control group shows that p-value of commitment is 0.494 and p-value of motivation is 0.141 which are higher than α (0.05). Therefore there is no difference between pretest and posttest of control group which did not receive any treatment. On the other hand, the result of difference test using *Wilcoxon Sign Rank test* on pretest and posttest of the treatment group shows that p-value of commitment is 0.000 and motivation is 0.000; both are less than α (0.05) which means that there is a difference before and after the training.

The result of difference test using *Mann-Whitney U test* to measure difference between treatment group and control group shows that the p-value of commitment is 0.020 and motivation is 0.015; both are less than α (0.05). It indicates that there is a significant difference between control and treatment groups.

The result of *Mann-Whitney U test* on the use of SALT method on pregnant women referral to VCT clinic in community health center shows a significant difference indicated by p-value 0.000 which is less than α (0.05). This result indicates that SALT method is confirmed to be able to increase cadres' motivation and commitment which lead to increasing number of giving referral to pregnant women.

Discussion

The result of the study on treatment group after training using SALT indicates that there is an increase in commitment (from 46.98 to 51.42) compared to the control group. It is in line with the effect of the human resources who have wider scope to improve and enhance their knowledge, skill, ability and attitude⁸.

Empowerment by using SALT method is conducted by team consisting of the researcher as facilitator and local midwife as companion in SALT visit activity. It is proved to increase commitment since it requires sincere attempts from all stakeholders as an attempt to improve and enhance *knowledge, skill, ability, and attitude*⁸. Meanwhile, there is no significant difference in control group since there is no involvement from other cadres such as the community or midwives as health officers even though community activity is required to increase community health including cadres' community. *Community system strengthening* (CSS) has a good ability to interact with community needs especially issues regarding risky groups⁹. Internal commitment is determined by the ability of the leader (facilitator) and the organizational environment which support growth of professional attitude and behaviors⁸, and it is not done in control group.

Implementation of SALT method is able to improve cadre's motivation. In performing one's job, he or she should do something not because of his or her feeling but because of motivation. Therefore, it is essential to pay attention to motivation in order to make it right on target^{8,10}.

It is in line with SALT which gives support not only regarding technical matters but also encouragement. As a team, cadres are encouraged to realize that each of them has power to encourage others¹¹. When cadres are aware of their own power to help pregnant women, their attitude and value will support them to achieve their goal^{8,12}.

In the implementation of SALT visit, there is a process which is undergone by all members of the

team. The process of cultivating motivation is started by realizing a culture of unfulfilled needs, followed by looking for ways to fulfill those needs⁸. Each activity in SALT method is based on belief that everyone is capable of achieving something higher than other people, so that their motivation increases¹³. Meanwhile, the difference test on control group does not show significant result because there is no change in their needs which may lead to an increase in their motivation. Motivation as the driving force of behaviors toward achieving goals is a cycle consisting of three elements, namely needs, drivers, and goals. The components of the driving force are the direction of behavior to achieve the goals and the power of the behaviors which indicated by the attempt to achieve the goals⁸.

Improvement of commitment and motivation will encourage and strengthen the cadres to provide services for pregnant women so that the cadres will be able to give motivation, spirit and information about HIV to the mothers to be. Right information and guidance from cadres will encourage and convince the pregnant women that VCT test during pregnancy is required to prevent transmission of HIV and incident of AIDS. Strong motivation and commitment will support cadres to give referral to those soon-to-be mothers to VCT clinic for a HIV test.

CONCLUSION

SALT method is confirmed to increase commitment and motivation of cadres in treatment group. The cadres can receive SALT method very well so that they have better understanding about HIV-AIDS on pregnant women. High motivation and commitment of the cadres will encourage them to give pregnant women referral to VCT clinic for HIV test.

REFERENCES

- [1] Kemenkes RI. (2012). Buku Pedoman Penularan HIV Dari Ibu Ke Anak (PPIA).ed.2.Jakarta.hal.1-4.
- [2] Dinkes Prov.Jatim (2015).Laporan capaian kegiatan HIV tahun2015.Surabaya
- [3] DinkesTulungagung. (2015). Laporan Tahunan Program Pencegahan Penyakit Menular Tulungagung. Profil Kesehatan Kabupaten Tulungagung.
- [4] Supriyanto.S., Djohan.A.J., (2011). Metodologi Riset Bisnis dan Kesehatan. PT Grafika Wangi. Kalimantan.hal.113
- [5] Singarimbun dan Effendi . 1995. Metode Venelitian Survei.LP3ES.Jakarta
- [6] Hulley, Cummings, Browner (2013). *Designing clinical research*. Lippincott Williams and Wilkins. Philadelphia
- [7] Kuntoro (2011). Dasar Filosofis Metodologi Penelitian, Pustaka Melati, Surabaya
- [8] Kadarisman. (2013). Manajemen Pengembangan SDM. PT Grafindo Persada. Jakarta.hal.1-228
- [9] The Global Fund. (2010). *Community System Strengthening Framework*. The Global Health System. <https://doi.org/10.1371/journal.pmed.1000089>, disitasi 5 Desember 2016.
- [10] Saydam, Gauzali. (2000). Manajemen Sumber Daya Manusia (Human Resources Management) : Suatu Pendekatan Mikro.Pt. Djambatan.Jakarta.hal.327
- [11] *Aidscompetence*. (2016). *The community life competence. (connecting local responses around the world)*. <http://www.communitylifecompetence.org/>, disitasi 26 Februari 2016.
- [12] Rivai, Veithzal. (2005). Manajemen Sumber Daya Manusia Untuk Perusahaan. PT Raja

Gafindo Persada Indonesia. Jakarta.hal.255

[13] Thoha, Miftah. (1995). Manajemen Kepegawaian Sipil Di Indonesia. Prenada Media. Jakarta.hal.229