VIVA MEDIKA
Jurnal Kesehatan, Kebidanan, dan Keperawatan

Homepage: http://ejournal.uhb.ac.id/index.php/vm
P-ISSN: 1979-2026 E-ISSN: 2656-1034
DOI: 10.35960/vm.v17i3.1614

Determinants of Health Workers' Performance in Tackling Rubella KLB in Kuantan Singingi District

Citra Iskandar[1,a)*], Hetty Ismainar[2,b], Kiswanto[2,c], Endang Purnawati Rahayu[1,d], Yesica Devis[1,e], Musfardi Rustam[2,f]

[1]Universitas Hang Tuah Pekanbaru, Jl. Mustafa Sari No.5, Tengkerang Sel., Kec. Bukit Raya
[2]Dinas Kesehatan Provinsi Riau, Jl. Cut Nyak Dien No.III, Jadirejo, Kec. Sukajadi
[a]dr.citraiskandar@gmail.com*; [b]hetty@htp.ac.id ; [c]kiswanto1953@yahoo.co.id;
[d]endangpurnawati@htp.ac.id; [e]jejes.devis@htp.ac.id ; [f]musfardirustam@gmail.com

ABSTRACT

Health workers play a key role in handling outbreaks, with performance influenced by factors such as ability, discipline, experience, perception, motivation, leadership support, and appreciation. Despite efforts, basic immunization coverage in recent years has not met the national target of 95%, underscoring the need for optimal health worker performance to achieve coverage goals, control rubella outbreaks, and protect vulnerable groups. This study, conducted at Sentajo and Perhentian Luas Health Centers from January to May 2024, analyzed factors affecting health worker performance in managing rubella outbreaks using a sample of 85 respondents and multivariate regression analysis. The findings indicated that awards (r = 0.377, P = 0.000), motivation (r = 0.336, P = 0.002), ability (r = 0.345, P = 0.000), and work experience (r = 0.302, P = 0.005) significantly influenced performance, with awards having the strongest impact. Conversely, leadership support, discipline, and perception had no significant effect on performance. Based on these results, the Kuantan Singingi District Health Office is advised to implement effective reward policies, such as performance bonuses and certificates of achievement, to boost health worker motivation and performance in handling rubella outbreaks. Enhancing health worker skills and rewarding good performance at the health centers can also help improve immunization rates and community protection against rubella. This approach could serve as a model for other health institutions aiming to increase immunization coverage and disease prevention efforts.

Keywords *:* ***Determinant factors officer performance, Performance of healt workers, Handling Rubela Outbreaks***

1. INTRODUCTION

Rubella, also known as German measles, is an infectious disease caused by the Rubella virus. This disease has a serious impact when it affects babies and toddlers and can It cause serious complications if it affects pregnant women as it can lead to abortion, stillbirth or congenital defects (Conenital Rubela Syndrome/CRS). The disease is transmitted through respiratory droplets from the nose, mouth or throat of a person infected with the Rubella virus. when talking, coughing, sneezing or coming into contact with contaminated surfaces. Its characteristics of easy transmission and ability to survive in the air for long periods of time make it an easily spread disease. In addition, Rubella virus can be transmitted vertically from the pregnant mother to the foetus through the placenta (Ejaz et al, 2022). The high transmission rate and inherent transmission efficiency of Rubella virus led to

***Citra Iskandar.**
Tel.: -
Email: dr.citraiskandar@gmail.com

recurrent outbreaks every year in various parts of the world, especially in unvaccinated individuals. In countries where Rubella is endemic, the disease is estimated to occur at a rate of 1.30/100,000 in the general population (Vueba and Sousa, 2020).

The impact of Rubella is not only limited acute clinical manifestations, but can also lead to a variety of serious complications. In particular, children less than five years old are vulnerable to the fatal effects of the disease. Rubella continues to be the leading cause of death in children worldwide. In addition, those who survive Rubella infection are also at risk of developing long-term complications such as neurological, pulmonary and gastrointestinal disorders (Smith and Qureshi, 2020). Given the high risk of transmission and potential serious health impacts, it is important to increase prevention efforts and awareness of the importance of Rubella vaccination. This is a crucial step in protecting individuals, especially children, from the risk of transmission and reducing the incidence and impact of complications that can arise from Rubella disease (Ejaz et al, 2022).

Based on data from the Indonesian Ministry of Health (2022), the number of measles suspected cases in Indonesia reached 21,175 cases spread across all provinces in Indonesia, the number of cases increased sharply from 2021 of 2,931 and 2020 of 3,434 cases. Suspected measles cases were followed up with laboratory tests to confirm the diagnosis of measles cases. In 2022, there were 4,884 laboratory-confirmed measles cases (22.9% of suspected measles cases), with only 6 immunised, this means that 93.3% of cases have not received the measles rubella vaccine. Confirmed measles outbreaks were 988 cases, rubella outbreaks were 55 cases, combined outbreaks were 20 cases, while for Riau Province there were 846 measles cases with a total of 5 (0.59%) vaccinated people.

Based on data Dinas Health Office of Riau Province in 2023, on 23 November, the Central Health Agency (BKPK) Jakarta reported the existence of two confirmed cases of Rubella in Kuantan Singingi District. The cases were detected in Ponpes A, Sentajo sub-district on 12 October 2023. In response to this finding, the Riau Provincial Health Office and Health Office in District Kuantan Singingi District Health Office in collaboration with the World Health Organisation (WHO) conducted a rapid survey to identify factors contributing to the Rubella Outbreak, and develop recommendations. The results of the rapid survey showed that all sub-districts in Kuantan Singingi District have the potential to transmit Rubella.

Based on the Decree of Kuantan Singingi Regent Number: KPTS.310/ XII /2023 on the Determination of Rubella Outbreak Status in Sentajo Raya and Logas Tanah Darat Subdistricts of Kuantan Singingi Regency, the Rapid Response Team (TGC) of Sentajo Health Centre and Perhentian Luas Health Centre with the assistance of village midwives in their respective work areas made efforts to tackle rubella outbreaks in the form of Outbreak Response Immunization (ORI). With instructions from the local government related to the rubella outbreak, MR immunisation coverage in the incident area reached the national target where immunisation coverage in Kuantan Singi District never reached the target of 95%. From the initial survey at the Puskesmas, it was found that there were still officers who did not understand how to conduct Outbreak Response Immunisation (ORI). Officers also said they could not improve their performance due to lack of motivation and support from superiors and not all midwives had received training related to outbreak response to diseases that can be prevented by immunisation.

Rubella has serious repercussions, especially if it affects pregnant women, rubella prevention through vaccination is essential to protect vulnerable individuals, especially women of childbearing age and children, and to achieve effective herd immunity. By reducing the risk of rubella transmission, it not only protects individuals but also safeguards the health of future generations from the threat of lifelong disability due to this infection. Destination. The aim of this study was to analyse the factors that influence the performance of health workers in managing rubella outbreaks in Kuantan Singingi District.

2. METHODS

This study is quantitative in nature and uses an analytical research design with a crosssectional approach. This study will be conducted at Sentajo Health Centre and Perhentian Luas Health Centre, which are rubella outbreak areas in Kuantan Singingi District. The study will be conducted from January to May 2024. The population in this study were all types of health workers who served at Puskesmas Sentajo and Puskesmas Perhentian Luas, namely doctors, dentists, dental nurses, nurses, midwives, promkes, sanitarians, nutritionists, pharmacists, analysts, public health, medical records, physiotherapy with a total population of 103 health workers consisting of 56 people at Puskesmas Perhentian Luas and 47 people at Puskesmas Sentajo. The sample size was 85 respondents consisting of health workers in the working areas of Puskesmas Sentajo and Puskesmas Perhentian Luas who were directly involved in the rubella outbreak response in Kuantan Singingi Regency, including doctors, nurses, midwives, promkes, sanitarians, nutritionists, pharmacists, analysts, public health, medical records. Procedure sampling was done by purposive sampling, the criteria for this study were as follows: Health workers directly involved in rubella outbreak response in Kuantan Singingi District Data in this study obtained by Google Form and filled in by respondents referring to the independent variables studied, such as ability, discipline, work experience, perception, motivation, leadership support, appreciation. In addition, questionnaires were also filled out for the dependent variable in the form of health worker performance in doing countermeasures KLB rubella) and secondary data (obtained from data of health office, Sentajo Health Centre and Perhentian Luas Health Centre). How to collect data in this study, researchers used a questionnaire which was directly answered or filled in by respondents. independent variable ability uses a Guttman scale consisting of 2 alternative answers. Variable knowledge and work experience with favourable statements with answers, namely Yes = 1, No = 0 and unfavourable statements Yes= 0, No = Measurement on the variables of discipline, perception, motivation, leadership support, reward and performance of health workers consists of statements measured using a Likert scale with an SS rating. = 4, S= 3, TS= 2 and STS= 1 for favourable statements and SS= 1, S= 2, TS= 3 and STS = 4 for unfavourable statements. Data analysis was carried out in stages which included: univariate analysis is to explain or describe the characteristics of each research variable. Bivariate analysis was carried out to evaluate the correlation between the independent variable and the dependent variable. The statistical test that will be used in this study is the Sperman Rank Correlation, the multivariate analysis carried out is multiple linear regression, the purpose of which is to find a relationship or to test the significance of the associative hypothesis when each of the variables connected ordinal and the data sources between variables do not have to be the same. Data collection through questionnaires filled out by respondents themselves can cause information bias if respondents do not provide accurate answers or tend to provide expected answers. With ethics letter no: Number: 026/KEPK/UHTP/III/2024

3. RESULTS AND DISCUSSION

Univariate Analysis

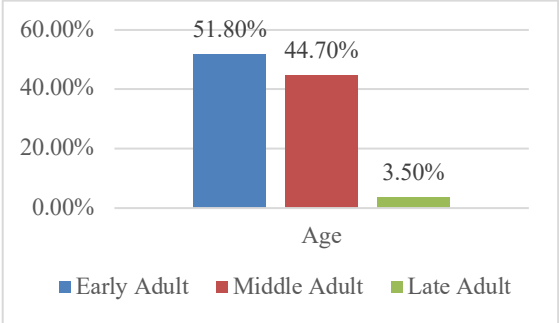

Fig. 1 Frequency distribution age of health workers

Figure 1 shows that the majority of respondents are in the early adult age category (21-35 years) with a percentage of 51.8%.

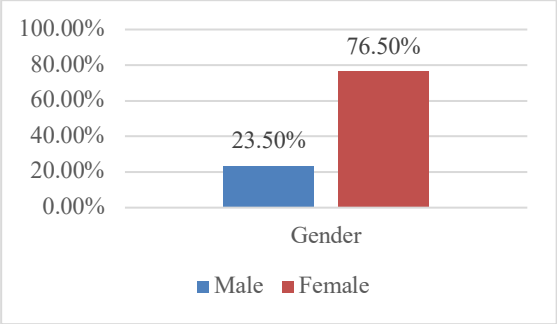

Fig. 2 Frequency distribution gend er of health workers

Figure 2 shows that the majority of respondents are female with a percentage of 76.5%.

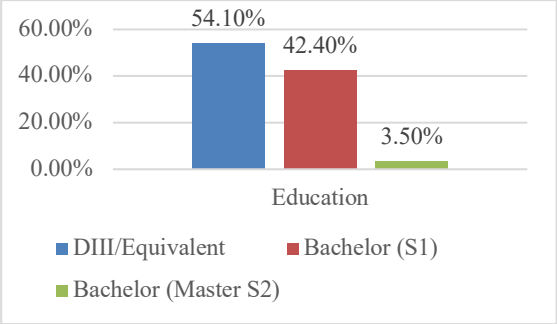

Fig. 3 Frequency distribution of health worker education

Figure 3 shows the majority of respondents have a DIII education level or equivalent with percentage 54.1%.

Table 1. Distribution of health worker performance

Variables	N	Mean	SD	Min	Max
Officer perform ance Health	85	37,99	5,209	24	49

Based on Table 1, it is known that the average performance score of respondents is 37.99 (± SD 5.209) with the lowest score of 24 and the highest score of 49.

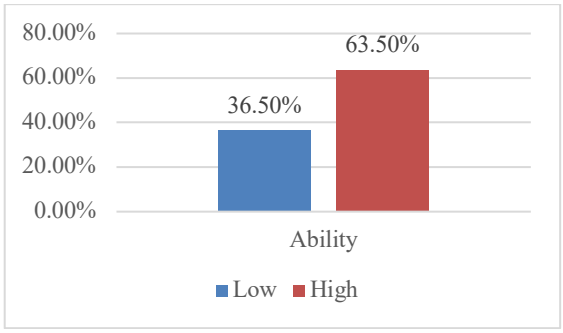

Fig. 4 Frequency distribution of health workers' ability

Figure 4 shows that the majority of respondents have high abilities with a percentage of 63.5%

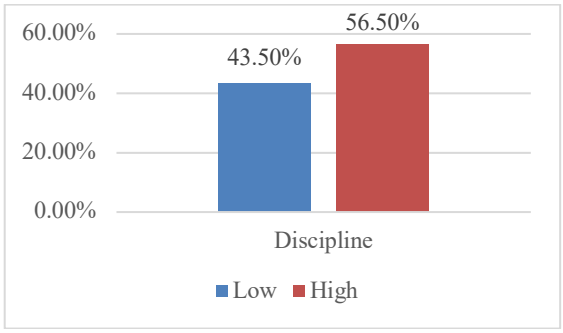

Fig. 5 Frequency distribution of health worker discipline

Figure 5 shows that the majority of respondents have high discipline with a percentage of 56.5%.

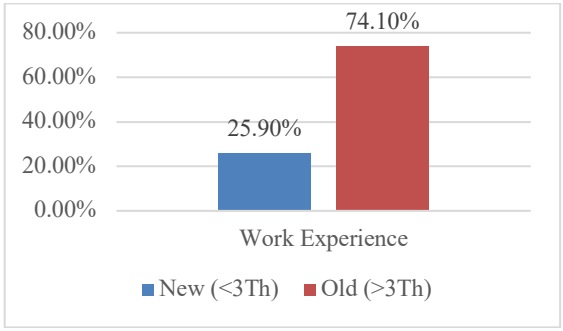

Fig. 6 Frequency distribution of work experience of health workers

Figure 6 shows majority respondents have more than 3 years of work experience with a percentage of 74.1%.

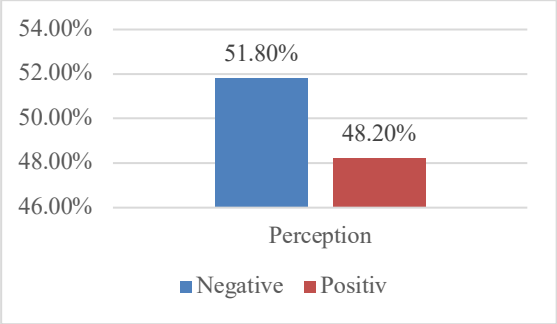

Fig. 7 Frequency distribution of health workers' perception

Figure 7 shows majority respondents have a negative perception with a percentage of 51.8%.

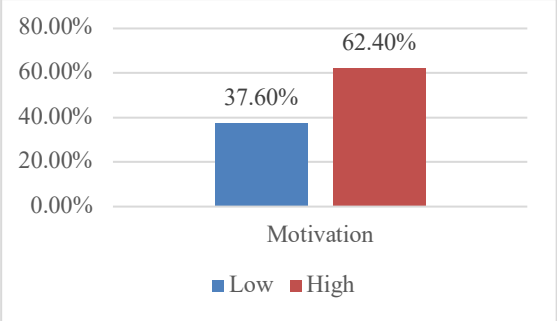

Fig. 8 Frequency distribution of health worker motivation

Figure 8 shows that the majority of respondents have high motivation with a percentage of 62.4%.

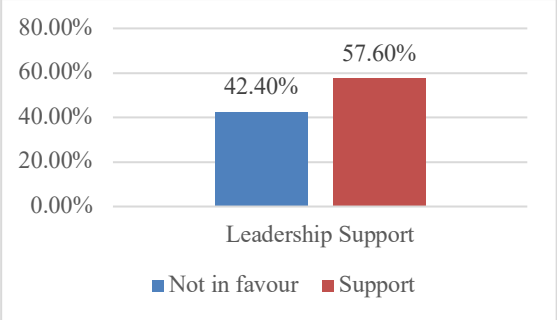

Fig. 9 Frequency distribution of health worker leadership support

Figure 9 shows majority respondents have supportive leadership support with a percentage of 57.6%.

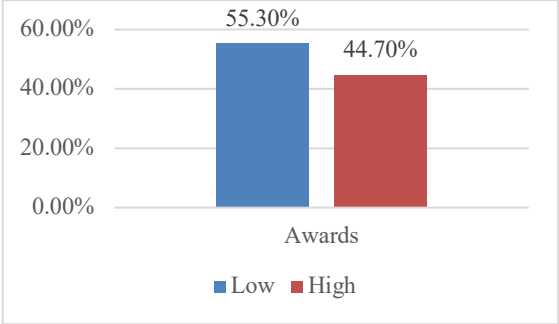

Fig. 10 Distribution of frequency of appreciation of health workers

Figure 10 shows majority respondents have appreciation with a percentage of 55.3%.

Bivariate Analysis

Table 2. Determinants of health worker performance

Variabel	R	P value
Ability	0,373	0,000
Discipline	0,131	0,231
Work experience	0,302	0,005
Perception	0,317	0,003
Motivation	0, 336	0,002
Leadership support	0,165	0,132
Awards	0, 377	0,000

Table 2 shows that there is a moderate and positive pattern between ability and health workers' performance in tackling rubella outbreak (r=0.345, P=0.000). There is a moderate influence and a positive pattern between motivation and the performance of health workers in tackling rubella outbreaks (r = 0.336, P = 0.002). There is a moderate influence and positive pattern between work experience There is a moderate influence and positive pattern between perception and the performance of health workers in tackling rubella outbreak (r = 0.302, P = 0.005). There is a moderate influence and a positive pattern between There is a moderate influence and a positive pattern between awards and the performance of health workers in tackling rubella outbreaks (r = 0.377, P = 0.000). There is no influence of discipline with the performance of health workers in tackling rubella outbreak in Kuantan Singingi District (r = 0.131, P = 0.231). There was no association between leadership support and health workers'

performance in tackling rubella outbreak (r = 0.165, P = 0.132).

Bivariate selection

The bivariate selection results showed that the discipline variable had a p value > 0.25 so it could not be included in the multivariate analysis. However, because the substance of the discipline variable is very important to study its influence on the performance of health workers in overcoming rubella outbreaks, the discipline variable is still included in multivariate modelling. Meanwhile, the independent variables (ability, work experience, perception, motivation, leadership support, reward) had a p value.

Table 3. Results of Bivariate Selection of Data on Determinant Factors oh Health Worker Performance

No	Variables Independen	*p value*	Description
1	Ability	0,004	Kandidat
2	Discipline	0,439	Tidak kandidat
3	Work experience	0,013	Kandidat
4	Perception	0,002	Kandidat
5	Motivation	0,002	Kandidat
6	Leadership support	0,001	Kandidat
7	Awards	0,000	Kandidat

Table 4. Multivariate Analysis of Modelling V (Final) Determinant Factors of Health Worker Performance

Independent Variable	*p value*	Coeff. B	R^2
Ability	0,021	2,309	0, 386
Work experience	0,036	2,222	
Motivation	0,011	2,509	
Awards	0,000	0,358	

Based on the results of the analysis, there are no more variables with a p value of more than 0.05. Therefore, the process of identifying the variables to be included in the model has been completed, and the final model has been obtained. To develop a multiple linear regression equation from the modelling results, the resulting equation must meet the assumptions set out in the multiple linear regression test.

Existence Assumption (Random Variable)

Table 5. Existence Assumption Analysis of Determinant Factors of Health Worker Performance

Existence Assumption	N	Mean	SD
Residual	85	0,000	4,458

The results from table 5 show the residual number with a mean of 0.000 and a standard deviation of 4.458. Thus the existence assumption is fulfilled.

Independence Assumption

Table 6. Analysis of Independence Assumption of Determinant Factors of Health Worker Performance

Asumsi Independensi	R	R Square	Durbin-Watson
Performance Officer Health	0,517	0,267	2,277

The results from table 6 show that the Durbin Watson coefficient value is 2.277, meaning that the Durbin value is in the range of - 2 to +2, meaning that the independence assumption is met.

Assumption of Linearity

Table 7. Factor Linearity Assumption Analysis Determinants of Health Worker Performance

Assumption of linearity	N	P value
Performance Health workers	85	0,000

The results from table 7 show that the p value in the Anova test is 0.00, meaning that the linearity assumption is fulfilled.

Homoscedasticity Assumption

Based on the results shown in Figure 11, it can be seen that the distribution of points on the plot shows a consistent pattern between points above and below the diagonal line 0. This indicates that the assumption of homoscedasticity in the analysis has been met.

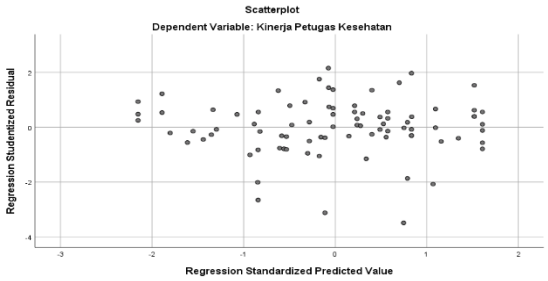

Fig. 11 Analysis of homoscedasticity assumption of determinants of health worker performance

Normality Assumption

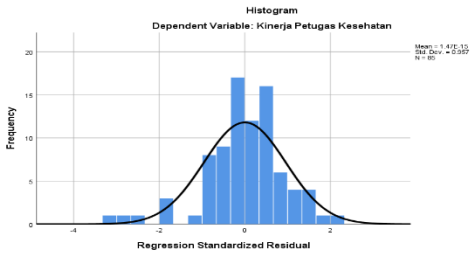

Fig. 12 Analysis of normality assumptions for determinants of health worker performance

From the results shown in Figure 12, it can be seen that the histogram graph and normal P-P plot graph show a normal distribution of data. Therefore, the assumption of normality in this analysis has been met.

Multicollinearity Test

Table 8. Multicollinearity test analysis of determinants of health worker performance

Variables Independent	Tolerance	VIF	Description
Ability	0,906	1,104	No Multicollinearity
Work experience	0,925	1,081	
Motivation	0,935	1,070	
Awards	0,934	1,070	

Based on the results shown in Table 8, the multicollinearity test shows that the Variance Inflation Factor (VIF) value does not exceed 10 and the tolerance value is less than the tolerance value. 1. This confirms that there is no multicollinearity among the independent variables in this model.

Hypothesis Test Results

Table 9. Determinants of health worker performance

Variables Independent	P value	r	R^2	P value Anova
Ability	0,031	0,517	0,267	0,000
Work experience	0,295			
Motivation	0,021			
Awards	0,006			

Results from Table 9 on multiple linear regression equations on the determinants of health worker performance in conducting rubella outbreak management in Kuantan Singingi District.

Multiple Linear Regression Analysis

Health worker performance = 32.759 + 2.370 (ability) +1.206 (work experience) + 2.501 (motivation) 2.905 (reward)

With this equation model, we can estimate the performance of health workers in tackling rubella outbreaks using the variables of ability, motivation, work experience and reward. The meaning of the B coefficient for each variable is as follows:

1. The more ability increases, the performance of health workers will increase by 2.370 after controlling for the variables of work experience, motivation and reward.
2. The more work experience increases, the performance of health workers will increase by 1.206 after controlling for the variables of ability, motivation and appreciation.
3. The more motivation increases, the performance of health workers will increase by 2.501 after controlling for the variables of ability, work experience and appreciation.
4. The more the award increases, the performance of health workers will increase by 2.905 after controlling for the variables of ability, work experience and motivation.
5. Variables that have a dominant influence on the performance of health workers in the management of rubella outbreaks in Indonesia.

Kuantan Regency Singingi isthe award variable.

DISCUSSION

Influential variables

The Effect of Awards on the Performance of Health Workers in Overcoming Rubella Outbreaks in Kuantan Singingi District Giving awards to someone can increase his motivation, making him more enthusiastic in completing the tasks at hand. This award can be in the form of financial incentives, bonuses, or even praise for the performance that has been shown. Although performance evaluations, salaries, wage increases, and bonuses are components important components in a reward system, other aspects such as the provision of greater responsibility, autonomy in work, and a sense of meaningfulness are also important elements that support the effectiveness of the reward system (Silaen, 2009). et al, 2021). Kurnianto et al (2022) asserted that rewards to health workers increase their intrinsic motivation, such as a sense of pride and satisfaction for contributions to the rubella outbreak response. Rewards also act as extrinsic incentives that increase the perceived value of health workers' work. Novita et al (2022) stated that when rewards are given clearly and fairly, this can increase health workers' confidence in performing tasks.

The results of this study are consistent with Habibi et al. (2021), Habibi et al. (2021), which identified a relationship between the reward system and nurse performance at Dr Sitanala Hospital (p value= 0.020, OR = 6,583). This means that respondents who receive high rewards have a 6.583 times greater chance of showing good performance compared to those who receive low rewards and show unsatisfactory performance. Likewise, research by Rahayu et al. (2023) revealed similar results, in which there was a significant relationship between rewards and nurse performance at TNI Hospital (p value = 0.053). In contrast, a study conducted by Harahap et al. (2023) shows that the reward system applied is still less effective, because no significant relationship was found between the reward system and employee performance (p value = 0.106).

The Effect of Motivation on the Performance of Health Workers in Overcoming Rubella Outbreak in Kuantan Singingi District

Maslow in Robbins and Judge (2017) states that high motivation is associated with increased productivity. Individuals who are motivated to reach higher levels of need, such as appreciation and self-actualisation, will be more productive. Health workers who feel their basic needs are met and rewarded will work harder and more efficiently. Meanwhile, Budiyanto et al (2020) stated that work motivation is a factor that encourages a person to do a good job and achieve high performance. This is very important in every organisation because it can increase productivity and work quality, and help maintain competent and talented employees. High work motivation is closely related to improved performance in organisations. Employees who feel motivated tend to be more productive, present consistently, and improve work quality. This not only benefits individual performance, but also has a positive impact on overall organisational performance. Therefore, it is important for organisations to understand the factors that influence work motivation and develop strategies to maintain and improve it (Tewal et al., 2017).

The findings in this study are in line with the study of Wenas et al. (2023), which revealed a significant relationship between perceptions of emotional competence and improved performance of health promotion officers at RSUD and Puskesmas in Tomohon City (p value = 0,000). On the other hand, Putri and Listyowati's research (2021) shows that there is no relationship between workload and employee performance at Puskesmas II South Denpasar (p value = 0.526). In addition, Gulo's research (2023) also found a relationship between employee perceptions of nurse leadership as head of the Puskesmas and employee performance at the Puskesmas of West Nias Regency (p value = 0.000).

The Effect of Ability on the Performance of Health Workers in Overcoming Rubella Outbreak in Kuantan Singingi District

Sypniewska et al (2023) stated that health workers who have high abilities tend to have better motivation and job satisfaction. They feel more confident and satisfied with their work, which has a positive impact on their performance. Gibson et al (2012) added that

healthcare workers who receive rewards for their hard work show improvements in their performance. They are more motivated to work efficient and effectively, implementing their knowledge and abilities better at work.

The findings in this study are consistent with the results of research by Rilda et al. (2022), which showed that competence has a positive and significant impact on the performance of health workers at the Muhammadiyah Palembang Hospital. Competence possessed by health workers is proven to significantly improve their performance (p value = 0.000). In addition, the results of this study are also in line with the study of Parashakti et al. (2019), which indicated that employee ability has a positive and significant effect on performance employees (p value= 0.022).

The Effect of Work Experience on the Performance of Health Workers in Overcoming Rubella Outbreak in Kuantan Singingi District

Work experience also includes the knowledge, skills and understanding gained from each task or responsibility that has been carried out. In many cases, work experience plays an important role in developing a person's career, because the experience can enrich the qualifications and competencies that individuals have (Robbins Judge, 2017). Hartini (2021) states that over time and the accumulation of work experience in the workplace. an organisation, one's employability tends to improve. The longer a person works in an organisation, the more experienced they become, and the better their employability. Hu et al (2023) added that through continuous learning and exposure to diverse situations, work experience allows officers health workers to develop knowledge and critical skills to handle emergency cases. They not only understand medical protocols and operational procedures, but are also skilled in making quick decisions.

The findings in this research are with the results of the study by Sari et al. (2021), which revealed a relationship between work experience and health worker performance (p value= 0.019, OR= 1.03). Officers with longer work experience have a 1.03 times greater chance of improving their performance compared to those with more recent work experience. The results of this study are also in line with the findings of Sudirman et al. (2023) in Puskesmas Anutoluwu Palu, which showed a significant relationship between tenure and performance of health workers (value 0.05).

Variables that have no effect The Influence of Discipline on the Performance of Health Workers in Overcoming Rubella Outbreaks in Kuantan Singingi Regency

By Rahardjo (2022), there are several factorsthat influence work discipline, including the size of the incentive provision, supervision from leadership, role models shown by, the existence of rules, attention to employees, and The creation of habits that support the enforcement of discipline in the workplace. However, discipline alone may not be enough to influence performance in rubella outbreak response because there are other variables that are more important. dominant. Abdulsalam (2023) stated that internal motivations, such as dedication to work and commitment to helping patients, as well as external motivations, such as financial incentives and rewards, can encourage staff to perform optimally, regardless of their level of discipline. In addition, the availability of adequate resources, including medical equipment, medicines, and personal protective equipment, greatly affects the performance of health workers.

The findings of this study are consistent with the results of a study by Lengkong et al. (2019) conducted at the Kakaskasen Health Centre in Tomohon City, which showed no relationship between work discipline and the performance of health workers there (p value = 0.976). In addition, the results of this study are also in line with the research of Ludin et al. (2023), who found that work discipline did not affect the performance of officers in the villages of Plered District (p value = 0.304).

Influence Perception on Performance of Health Workersin Overcoming Rubella Outbreak in Kuantan Singingi Regency

According to Gibson in Silaen et al. (2021), perception plays a role in helping individuals to choose, organise, store, and interpret stimuli so as to form a picture that is useful and rational.

Employees who have perceptions negative of their jobs are likely to show performance.

McShane and Glinow (2019) explained that positive perceptions of work and the work environment can increase the commitment and dedication of health workers. Officers who have positive perceptions tend to feel more attached to their work and try harder to achieve optimal results. Conversely, negative perceptions can reduce the level of commitment and dedication, resulting in decreased performance.

In contrast, Putri and Listyowati's (2021) research found that there was no relationship between workload and employee performance at Puskesmas II South Denpasar (value = 0,526). In addition, the results of Gulo's research (2023) also indicated a relationship between employee perceptions of nurse leadership as head of the Puskesmas and employee performance at the Puskesmas of West Nias Regency (p value = 0.000).

The Effect of Leadership Support on the Performance of Health Workers in Overcoming Rubella Outbreak in Kuantan Singingi District

Leadership reflects the ability of senior leaders to direct and support the running of the organisation. They are responsible for formulating the vision, setting the values, and determining the performance standards of the organisation. The focus is on how senior leaders communicate and work with staff, develop future leadership potential, and create an environment that encourages ethical behaviour and superior performance (Labibah and Haksama, 2023). Leadership is a vital factor in influencing the success of an organisation, as it is the main activity that enables the achievement of organisational goals. In general, leadership can be defined as the process of influencing the behaviour of individuals or groups to achieve certain goals in specific situations (Tahir, 2020). According to Ayu et al. (2023), the performance of health workers in implementing Rubela immunisation is influenced by various factors, including support from the leadership. This finding is in line with the research of Sari et al. (2021) which showed a relationship between supervisor support and health worker performance (p value = 0.020, OR = 3.69). Officers who receive support from leaders have a 3.69 times greater chance of improving their performance than those who do not receive support. This study is also consistent with the study of Crystandy et al. (2019), which found a significant relationship between Puskesmas leadership support and DHF prevention in the Tanah Tinggi Binjai Puskesmas working area (p value = 0.003). In addition, research by Harefa et al. (2021) showed a strong relationship between leadership support and health worker performance at Kenangan Health Centre Percut Sei Tuan, Deli Serdang Regency (p value = 0.000)

CONCLUSIONS

There is an influence of reward (r= 0.377, P= 0.000), motivation (r= 0.336, P= 0.002), (ability) r=0.345, P= 0.000) and work experience (r= 0.302, P= 0.005) to the performance of health workers in overcoming outbreak rubella in Kuantan Singingi District. Awards Fair and clear incentives increase health workers' intrinsic motivation and perceived value of their work, as well as their self-confidence. High motivation supported by fulfilment of basic needs and recognition of achievements boosts productivity and quality of work. addition, work experience and leadership support strengthened staff's ability to face challenges and increased confidence in their decision-making. Decision

ADVICE

The Kuantan Singingi District Health Office needs to improve the technical and managerial skills of health workers in PD3I outbreak response through surveillance workshops, give awards to motivate workers, provide constructive feedback, and strengthen communication with Puskesmas through coordination meetings and digital platforms. Puskesmas also need to conduct periodic surveys to evaluate staff motivation, create a supportive work environment, improve communication between staff through regular meetings, and give appreciation to staff who perform well in outbreak response. rubella. Recommendations Continuous training programmes and intensive supervision from leaders can improve competence and strengthen

the confidence of officers in dealing with outbreaks. In addition, consistent and communicative support from leaders has been shown to improve working relationships and encourage more optimal performance. In the rubella outbreak response, policies that emphasise reward, support and continuous training are needed to improve the preparedness and effectiveness of officer's health.

REFERENCES

Abdulsalam, A (2023) The impact of extrinsic and intrinsic motivation on job satisfaction: The mediating role of transactional leadership, *Cogent Business & Management*, 10:3, 2270813, DOI: 10.1080/23311975.2023.2270813

Budiyanto, E., Mochklas, M., & Rizky, A. A. (2020). *Kinerja Karyawan: Ditinjau dari Aspek Gaya Kepemimpinan, Budaya Organisasi, dan Motivasi Kerja*. Jakarta: Penerbit BukuKita.

Ejaz, H., Zeeshan, H.M., Iqbal, A., Ahmad, S., Ahmad, FAbdalla, A.E., Anwar, N., Junaid, K., Younas, S., Sadiq, A., et al. (2022) Rubela infections: A Bibliometric Analysis of the Scientific Literature from 2000 to 2021. *Healthcare*, 10,2562. https://doi.org/10.3390/ healthcare10122562

Gibson, L. J., Ivancevich, M. J., Konopaske, R. (2012). Organizations: Behavior, Structure, Processes Fourteenth Edition. McGraw-Hill Irwin, New York.

Gulo, C. C. K. (2023). Hubungan Persepsi Pegawai tentang Kepemimpinan Perawat sebagai Kepala Puskesmas terhadap Kinerja. *PREPOTIF Jurnal Kesehatan Masyarakat*, 7(1), 621-628.

Habibi, A., Humairoh, S., Ahmad, S., Hasan, R., Nurfadillah, N. (2021). hubungan reward dengan kinerja perawat di rumah sakit DR. Sitanala Tahun 2020. *Jurnal JKFT: Universitas Muhamadiyah Tangerang*, 6(2), 73-82

Harahap, M., Tarigan, F. L., Nababan, D.., & Sinaga, J. (2023). Faktor-Faktor Yang Memengaruhi Kinerja Pegawai Di Puskesmas Teladan Medan Tahun 2023. *PREPOTIF : Jurnal Kesehatan Masyarakat*, *7*(2), 1573–1589. https://doi.org/10.31004/prepotif.v7i1.18170

Kurnianto, E., Yuly, & Peristiowati. (2022). Performance analysis of officers reviewing from motivation, awards and work coordination on health officers at Public Health Center Lenteng, Sumenep Regency. *Journal for Quality in Public Health*, 5(2), 655-664. https://doi.org/10.30994/jqph.v5i2.368

Lengkong, G. C., Rumayar, A. A., & Maramis, F. R. R. (2019). Hubungan

Ludin, I., Mukti, S., Rohman, I. S. (2023). Pengaruh Kompensasi dan Disiplin Kerja Terhadap Kinerja Pegawai (Studi Kasus Pada Pegawai Desa di Kecamatan Plered). Value: Journal of Management and Business, 8 (1), 11-26

Novita, W., Wahidi, K. R., & Jus'at, I. (2022). Working motivation and reward system influenced nurses' perception of performance mediated by organizational commitment. International Journal of Nursing and Health Services (IJNHS), 5(4), 374-383.

Parashakti, R. D., Fahlevi, M., Ekhsan, M., & Hadinata, A. (2019). The Influence of Work Environment and Competence on Motivation and Its Impact on Employee Performance in Health Sector. *Advances in Economics, Business and Management Research*, 135, 259-267.

Putri, P. A. E., & Listyowati, R. (2021). Hubungan Persepsi Beban Kerja dan Disiplin Kerja dengan Kinerja Pegawai selama Masa Pandemi COVID-19 di Puskesmas II Denpasar Selatan. *Arc. Com. Health*, 8(5), 556-568.

Rahayu, E., Harahap, A., Sudirman, R., Ali, M., Ahmad, H. (2023). The Relationship of Motivation, Achievement and Awards to Nurse Performance at the Padang Sidempuan TNI Hospital. *Media Publikasi Promosi Kesehatan Indonesia (MPPKI)*, *6*(5), 965-971. https://doi.org/10.56338/mppki.v6i5.3468

Rilda, M., Zunaidah., & Widiyanti, M. (2022). Pengaruh Kompetensi Dan Stres Kerja Terhadap Kinerja Tenaga Kesehatan Dalam Menghadapi Pandemic Covid 19. *Jurnal Riset Akuntansi dan Manajemen*, 11(2), 58-68.

Silaen, N. R., Syamsuriansyah, Chairunnisah, R., Sari, M. R., Mahriani, E., Tanjung, R., Triwardhani, D., & Haerany, A. (2021). *Kinerja Karyawan*. Bandung: Widina Bhakti Persada.

ureshi, K. (2020). Resurgence of Measles in Europe: A Systematic Review on Parental Attitudes and Beliefs of Measles Vaccine. *Journal of Epidemiology and Global Health,* 10(1), 46–58. DOI: https://doi.org/10.2991/jegh.k.191117.001

Sypniewska, B., Baran, M., & Kłos, M. (2023). Work engagement and employee satisfaction in the practice of sustainable human resource management: Based on the study of Polish employees. *International Entrepreneurship and Management Journal*, 19(4), 1069–1100. https://doi.org/10.1007/s11365-023-00834-9

Tewal, B., Adolfina, & Pandowo, M. C. H., Tawas, H. N. (2017). *Perilaku Organisasi*. Bandung: Media Grafindo.

Vueba AN & Sousa, M. (2020). Rubela infection: Advances and challenges in the diagnosis and prevention of Congenital Rubela Syndrome. *Int J Clin Virol*. 4, 006-013. DOI: dx.doi.org/10.29328/journal.ijcv.1001007

Wenas, W., Lampus, H. F., & Tuda, J. S. B. (2023). Hubungan Persepsi tentang Kompetensi, Teknologi, dan Sistem dengan Kinerja Petugas Promosi Kesehatan di RSUD dan Puskesmas se-Kota Tomohon pada Masa Pandemi COVID-19. *Jurnal Kesehatan Tambusai*, 4(2), 1598-1613.