Tuberculosis (TB) is an infectious disease directly caused by the bacteria Mycobacterium tuberculosis. Tuberculosis remains one of the most deadly infectious diseases in the world. The most common method for diagnosing TB is sputum microscopic examination. Error laboratory tests will result in errors in diagnosing. Indicators and targets in tuberculosis laboratory that needs to be fulfilled is a 90% quality of samples for the cross test.

The purpose of this study was to analyze the factors that affect the performance of staffs in laboratory in preparing sputum samples in the City of Surabaya in 2016. This study applied observational study design with cross sectional approach. The population under this study consisted of 63 laboratory personnel in the working area of Surabaya City Health Office in 2016, with a sample size of 50 laboratory staff obtained by simple random sampling.

Data analysis was carried out using Logistic regression test revealed that there was a significant correlation between working environment \((p = 0.001)\), workload \((p\text{ value} = 0.024)\) and incentives \((p\text{ value} = 0.024)\) with the performance of the laboratory staff in preparing sputum samples in Surabaya in 2016.

From the findings above, it can be inferred that factors that influence the performance of the laboratory staff in preparing sputum samples were working environment, workload and incentives. Therefore it is expected that the City of Surabaya Health Office to develop physical environment, to raise incentives and to increase the number of laboratory personnel to reduce the workload.

Keywords: Attitude, motivation, working environment, incentives