

**ABSTRACT**

**Analysis of the Application of Learning Organizations in an Effort to Increase the Achievement of Tuberculosis Case Findings at Public Health Center in Samarinda**

Learning organization is an approach that can be used to improve human resources by using knowledge, learning, skills as a benchmark so that it can shape individual characters so that they can carry out work processes according to the goals of the organization. The application of learning organizations is an alternative in an effort to improve the achievement of CDR at public health center. Data collection research was conducted in May to June 2019 for TB program managers in 25 public health centers in Samarinda. Data was collected using a structured questionnaire containing the learning organization subsystem component consisting of learning, organization, people, knowledge and technology, as well as individual characteristic factors, namely motivation and attitude. Data analysis was carried out respectively in descriptive and analytical ways. The results showed that the average learning organization score was 2,23 with the number of 16 public health centers (64,0%) below the average of 2,23 meaning that they had not implemented a learning organization in TB programs at public health centers, while 9 public health centers (36,0 %) have implemented learning organizations in TB programs at public health center. The number of public health centers that manage TB programs has a good motivation of 48,0% and 8,0% have a good attitude. Work behavior of TB program managers with good behavior has achievement rates of TB case finding with a high CDR category ( $> 59,9\%$ ) is 50,0% of public health centers. The subvariable learning organization that influences motivation are learning dynamics (p-value 0,010) and people empowerment (p-value 0,024), while the onen that influence attitudes are learning dynamics (p-value 0,045), knowledge management (p-value 0,009), and technology application (p-value 0,007). Individual characteristic factors that influence CDR are motivation with p-value 0,022. The recommendations given based on the results of this study are to optimize as a whole the application of the learning organization subsystem consisting of learning, organization, people, knowledge and technology.

**Keywords:** learning organization, tuberculosis, motivation, attitude, public health center, performance case detection rate.

**ABSTRAK**

**Analisis Penerapan *Learning Organization* dalam Upaya  
Peningkatan Capaian Penemuan Kasus  
Tuberkulosis di Puskesmas  
Kota Samarinda**

*Learning organization* merupakan sebuah pendekatan yang dapat digunakan untuk memacu meningkatkan sumber daya manusia dengan menggunakan pengetahuan, pembelajaran, keterampilan sebagai tolak ukur sehingga hal tersebut dapat membentuk karakter individu sehingga dapat melakukan proses kerja sesuai tujuan organisasi. Penerapan *learning organization* menjadi suatu alternatif dalam upaya meningkatkan capaian CDR di Puskesmas. Pengumpulan data penelitian dilakukan pada bulan mei sampai dengan juni tahun 2019 terhadap pengelola program TB di 25 Puskesmas Kota Samarinda. Data dikumpulkan dengan menggunakan kuesioner terstruktur yang berisi komponen subsistem *learning organization* yang terdiri dari *learning, organization, people, knowledge* dan *technology*, serta faktor karakteristik individu yaitu motivasi dan sikap, analisis data dilakukan masing-masing secara deskriptif dan analitik. Hasil penelitian menunjukkan bahwa skor rata-rata penerapan *learning organization* adalah 2,23 dengan jumlah 16 Puskesmas (64,0%) di bawah rata-rata 2,23 artinya belum menerapkan *learning organization* dalam program TB di Puskesmas dan 9 Puskesmas (36,0%) telah menerapkan *learning organization* dalam program TB di Puskesmas. Jumlah Puskesmas yang Pengelola program TB memiliki motivasi baik berjumlah 48,0% dan sikap dengan kategori baik berjumlah 8,0%. Perilaku kerja pengelola program TB dengan perilaku baik memiliki angka capaian penemuan kasus TB dengan kategori CDR tinggi (> 59,9%) sebanyak 50,0% Puskesmas. Subvariabel *learning organization* yang berpengaruh terhadap motivasi adalah *learning dynamics* (p-value 0,010) dan *people empowerment* (p-value 0,024), sedangkan yang berpengaruh terhadap sikap adalah *learning dynamics* (p-value 0,045), *knowledge management* (p-value 0,009), dan *technology application* (p-value 0,007). Faktor karakteristik individu yang berpengaruh terhadap CDR adalah motivasi dengan p-value 0,022. Rekomendasi yang diberikan berdasarkan hasil penelitian ini adalah untuk mengoptimalkan secara keseluruhan penerapan subsistem *learning organization* yang terdiri dari *learning, organization, people, knowledge* dan *technology*.

Kata Kunci : *learning organization*, tuberkulosis, motivasi, sikap, puskesmas, kinerja, *case detection rate*.