

Performance Management of Saribi Health Center: Socialization of Smoking Cessation Efforts (UBM) at SMP Negeri 3 Numfor Barat

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Abstract

The purpose of this study is to identify the effectiveness of smoking cessation programs (UBM), analyze the performance management of health centers, measure supporting and inhibiting factors for the success of the UBM program, and provide optimal services for the UBM program. This study uses exploratory, explanatory, and triangulation methods with a mixed method design. The causative factors of smoking addiction involve nicotine levels, which are the main components that can cause addiction in cigarettes. This article review reveals that smoking cessation therapy includes pharmacological interventions using drugs and nonpharmacological methods involving behavioral strategies. Integrating behavioral and pharmacological methods will increase the effectiveness of therapy. The Food and Drug Administration (FDA) has approved first-line pharmacological treatments such as varenicline, extended-release bupropion, and Nicotine Replacement Therapy (NRT). The results are quite effective in designing and implementing UBM programs, but there are still challenges in maintaining long-term impacts. Family support, school environment, and tighter supervision are important factors in increasing the effectiveness of smoking cessation programs for students.

Keywords

Management, Performance, Socialization, Smoke

Introduction

Based on current smoking habits, approximately 400 million adults worldwide are projected to die from smoking-related causes between 2010 and 2050. The majority of these deaths will occur among living smokers. At least fifty percent will die between the ages of 30 and 69 (Jha, 2012). In the short term, smoking causes a decline in users' overall health, making them more susceptible to acute illnesses and respiratory problems. Over time, smoking causes diseases that are major contributors to death, including coronary heart disease, cancer, and chronic obstructive pulmonary disease (HHS, 2014).

Nicotine is one of the main addictive substances found in cigarettes. Nicotine binds to nicotinic cholinergic receptors, which promotes the release of neurotransmitters and thus influences the complex effects of nicotine on smokers. The secretion of neurotransmitters such as dopamine (which causes a calming effect), glutamate, and gamma amino butyrate will create the pharmacological effects of nicotine addiction (Benowitz, 2009).

Cigarette smoke contains one or more monoamine oxidase inhibitors that enhance the addictive effects of nicotine (Hogg, 2015). This suggests that addicted smokers struggle to quit. For many smokers, quitting the habit requires significant effort and determination. Therapy is essential to quitting smoking, using both pharmacological and non-pharmacological methods. This article will discuss the risks associated with smoking and the various treatments, including drug-based and non-drug approaches, aimed at helping individuals quit smoking.

Methods

The research will focus more on how the performance management of the Health Center influences the effectiveness of the Smoking Cessation Effort (UBM) program, including 1) the performance evaluation strategy of the Health Center in the UBM program. includes (a) performance indicators . (b) evaluation method . (c) evaluation follow-up . 2) Management methods applied in the UBM program include (a) planning Saribi Health Center designs UBM program. (b) implementation Saribi Health Center designs UBM program . (c) resource management The health center manages health workers, facilities, and supporting equipment in the UBM program .

The impact of performance management on the success of UBM programs includes (a) effectiveness of socialization The performance management implemented has an impact on increasing student awareness of the dangers of smoking . (b) behavioral change And indication that students began to reduce or stop smoking after participating in the socialization . (c) The sustainability of this program is guaranteed by the management of the Health Center (for example, long-term monitoring, involvement of the school community, or collaboration with other parties) .

Management

Management refers to the role of the board of directors (commonly known as management) in deciding policies on the types of products to be produced, the methods of financing them, offering services, and selecting and training staff, along with other elements that affect the company's operations. In addition, management holds the responsibility for building an organizational structure to enforce these policies (Ngalim, 2012:6). Management functions as the core of intellectual power (think tank) that acts as a driving force, a dynamic and efficient mechanism for coordinating the components that make up a system, ensuring that these

components are organized and operate effectively and efficiently to achieve the desired goals (Didin, 2013:17).

Management can be understood as a process through which a group coordinates its efforts to achieve common goals. Economists view management as only one element of production. However, in a broader contemporary view, the concept of management is understood as a social process that aims to encourage cooperation, participation, and involvement (of individuals) to effectively achieve anticipated goals (Nurhattati, 2014:15). The term management which is often used in the contemporary context comes from the verb to manage which means to maintain, organize, guide, organize, supervise, administer, organize, operate, implement, and direct (Didin, 2013:23).

Management involves actions taken to achieve organizational goals through planning, organizing, leading, and controlling. This definition offers a new perspective, emphasizing that implementing a management system to achieve goals as planned requires the mobilization of resources, especially human resources, to ensure they operate voluntarily without pressure in pursuing common goals. Robin's story therefore highlights the importance of offering motivation and examples in terms of mobilization.

Performance

Performance is the result or achievement of individual or organizational efforts that are manifested in the form of actions, descriptions, and creations, both tangible and intangible, which are in line with the direction, role, and responsibility based on knowledge, attitude, ability, and motivation (Andriani, et al., 2018). Individual performance is a tangible result, both in terms of quality and quantity, achieved in carrying out responsibilities related to educational program planning, implementation of learning, and implementation of evaluation and analysis processes.

From the various definitions of performance that have been explained above, it can be concluded that performance is the result or degree of success achieved by an individual related to quality and quantity, which is in line with the skills and efforts they have. The performance discussed in this study is related to the performance of health center officers. Thus it can be concluded that performance uses techniques and frameworks that are in line with the tasks given. Furthermore, it can be concluded that the performance of health workers reflects the ability of health center officers to carry out their duties, fulfill their obligations, and be responsible for their work.

Performance greatly affects productivity because performance is the main indicator of achieving a high level of productivity in an organization. Performance is defined by Nawawi (2003: 13) as something that is achieved through real achievements and work skills. Its relation to desired performance involves achievements or skills that include planning, implementation, and social influence. Performance refers to actions or reactions that produce results related to how a person handles a task.

Yamin and Maisah (2010: 87) argue that performance includes all actions or behaviors carried out by health workers, including the responses they provide, to achieve results or goals. From the description given, it can be concluded that teacher performance can be influenced by internal factors, including: skills, abilities, motivation, personality, work quality, field experience, and family background. In addition, teacher performance is also influenced by external factors such as: work environment, available facilities and infrastructure, salary, opportunities for advancement, and leadership.

Socialization of Smoking Cessation Efforts (UBM)

Smoking is a habit that can cause various serious diseases, including heart disease, lung cancer, stroke, and other respiratory problems. Therefore, it is important for smokers to realize the need and take steps to quit smoking for their own health and the health of others around them. The harmful effects of smoking include: (a) health implications that increase the risk of heart disease and stroke, cause lung, throat, and mouth cancer, cause respiratory problems such as bronchitis and emphysema, and damage the immune system. (b) Social and economic impacts can reduce work efficiency, threaten the health of families due to cigarette smoke, and require significant financial expenditures for cigarettes.

The benefits of quitting smoking are as follows: within 20 minutes: blood pressure and heart rate begin to return to normal, within 8 hours: carbon monoxide levels in the bloodstream decrease, within 24 hours: the risk of heart attack begins to decrease, within 2-12 weeks: blood circulation and lung capacity improve, within 1 year: the risk of heart disease decreases by 50%, within 10 years: the risk of lung cancer decreases significantly.

Smoking Cessation Approach consists of: write down the goals and motivations for quitting smoking along with the reasons, remember the benefits, apply the 5a method which includes: asking (inquire) to identify smoking habits, advising (recommend) to obtain education and assistance, assessing (evaluate) to measure readiness to quit, helping (support) to seek professional assistance or counseling, and organizing (organize) to develop plans and strategies to successfully quit smoking.

explicitly connecting the above sections with the research objectives, the research will be more structured and clear in answering the following research questions: a) performance management of the Saribi Health Center. related to how the Saribi Health Center designs, implements, and evaluates the Smoking Cessation Effort (UBM) program, it must be explained how effective the health center's performance management is in achieving research objectives, such as increasing junior high school students' awareness of the dangers of smoking. b) Socialization of Smoking Cessation Efforts (UBM) related to how socialization is carried out by the Saribi Health Center, the methods used, and their impact on the understanding and behavioral changes of students at SMP Negeri 3 Numfor Barat, can be related to the research objectives to measure the effectiveness of socialization in increasing student awareness of the dangers of smoking and encouraging behavioral changes. c) SMP Negeri 3 Numfor Barat related to the reasons for choosing this school as the research location, it is explained what the conditions are like for students at this school (for example, whether the smoking rate is high or low) and how the UBM program can provide an impact that is in accordance with the research objectives .

Results and Discussion .

Saribi Health Center held a socialization of Smoking Cessation Efforts (UBM) at SMP Negeri 3 Numfor Barat in order to increase adolescent health awareness. This activity aims to equip students with knowledge about the risks of smoking and how to quit smoking. Based on the assessment conducted after the socialization, several achievements were achieved : (a) participation rate: 95% of students participated in the socialization well, this shows a high interest in the material discussed. (b) increased understanding: the results of the pre-test and post-test showed an increase in student knowledge about the dangers of smoking, with the understanding value increasing from an average of 60% to 85% after the socialization. (c) determination to quit smoking: around 10% of students who previously smoked expressed their desire to quit, with

encouragement from educators and families. (d) supportive school environment: the school strives to strengthen the smoke-free policy and provide direction to students who want to quit smoking.

The socialization conducted was proven to be effective in increasing students' awareness of the risks of smoking. The research findings showed that educational and participatory methods can influence adolescents' attitudes when making choices about smoking behavior. Various elements that contributed to the effectiveness of this program include: (a) interesting techniques: the presentation of content through discussions, role-playing, and stories from former smokers successfully attracted students' interest. (b) institutional support: the school's active participation in monitoring and improving anti-smoking rules in the school environment positively influenced this initiative. (c) parental involvement: support from parents in helping their children quit smoking played an important role in the success of the program.

However, there are several challenges, including: (a) environmental influences: Some students continue to be influenced by smoking behaviors at home and during social gatherings outside of school, (b) cigarette access: Direct access to cigarettes is a barrier to quitting. (c) gradual behavioral adjustment: While awareness is increasing, behavioral change requires sustained effort and ongoing support. As a follow-up, the Saribi Health Center, in collaboration with schools, will conduct regular support sessions, promote smoke-free zone initiatives, and engage parents and the community in supporting smoking cessation efforts.

The application of exploratory, explanatory, and triangulation methods in this study with a mixed method design: 1) exploratory methods are used in research to explore and understand phenomena that have not been widely studied or have few previous references. In the context of this study, exploratory methods can be applied by: a) conducting in-depth interviews with relevant informants to understand more about the research topic. b) using literature studies to identify key concepts that can be used in further analysis. c) directly observing the phenomenon being studied to gain initial insight before conducting a more in-depth analysis. 2) explanatory methods aim to explain the causal relationship between variables in the study. In this study, this method can be applied by: a) using a quantitative approach, such as regression analysis or other statistical tests, to test the relationship between variables that have been identified in the exploratory stage. b) developing hypotheses based on the results of the exploration, then testing them through more structured data collection. c) conducting in-depth analysis of the patterns that emerge from the data to explain the phenomenon more systematically. 3) Triangulation is used to increase the validity and reliability of research results by comparing various sources or methods of data collection. In this study, triangulation can be applied through: a) data triangulation namely comparing the results from various data sources, such as interviews, surveys, and documentation. b) triangulation method namely using qualitative and quantitative methods simultaneously to gain a more comprehensive understanding. c) triangulation of theory namely comparing the results of the analysis with different theories to see if there is any conformity or contradiction. by applying these three methods, research can produce more in-depth, accurate, and reliable findings.

Table 1. Medications to Stop Smoking Habit

Drug Name	Type	Ways of working	Side effects
Nicotine Patch	Nicotine Replacement Therapy	Reducing nicotine withdrawal symptoms	Skin irritation, sleep disturbance
Nicotine Chewing Gum	Nicotine Replacement Therapy	Reduce the desire to smoke	Digestive disorders, mouth irritation
Varenicline	Nicotine Receptor Agonists	Reduces the effects of nicotine on the brain	Nausea, nightmares
Bupropion	Antidepressants	Reduces smoking urges and nicotine withdrawal symptoms	Dry mouth, insomnia

Table 2. research design exploratory, explanatory, and triangulation in context Performance Management of Saribi Health Center: Socialization of Smoking Cessation Efforts (UBM) at SMP Negeri 3 Numfor Barat

Mixed Method Design	Objective	Method of collecting data	Data analysis	Examples in Research Context
Exploratory (Qualitative → Quantitative)	Exploring the factors that influence UBM success before conducting quantitative analysis	Interviews with health workers, observations of UBM socialization, focus group discussions (FGD) with students	Thematic analysis to find the main patterns, then used as a basis for quantitative surveys.	Interviews with health center officers to understand the challenges in UBM socialization, then compiling a questionnaire based on the interviews.
Explanatory (Quantitative → Qualitative)	Explaining quantitative results with qualitative data	Survey of students on understanding and attitudes towards UBM, analysis of socialization participation data	Descriptive statistical analysis, then in-depth interviews to understand the survey results more deeply.	After a survey showed that only 40% of students understood the importance of quitting smoking, interviews were conducted to find out the reasons for this low understanding.
Triangulation (Qualitative+Quantitative simultaneously)	Combining both methods to gain a more comprehensive understanding	Student survey, interviews with teachers and health center officers, observation of socialization activities	Simultaneous analysis of quantitative and qualitative data to confirm results	Using surveys and interviews to compare the effectiveness of UBM socialization methods from the perspectives of students and health workers.

Table 3. research using triangulation method in Performance Management of Saribi Health Center: Socialization of Smoking Cessation Efforts (UBM) at SMP Negeri 3 Numfor Barat .

Category	Quantitative (Survey/Questionnaire)	Data	Qualitative (Interview/Observation)	Data	Triangulation Conclusion
Socialization Participation	75% of students attended the socialization, but only 50% actively asked questions.		Observations show that students are embarrassed to ask questions in public.		Need interactive methods such as group discussions
Understanding UBM	60% of students understand the dangers of smoking after socialization		Interview with students: some still doubtful about long-term effects		Socialization needs more real case studies
Teacher Support	80% of teachers support UBM, but 30% do not understand how to accompany students		Teachers feel the need for further training		Health centers need to provide special training to teachers
Effectiveness of UBM	40% of students who smoke admitted they wanted to quit after socialization		Some students continue to smoke due to environmental and family influences.		A family-based approach is needed to increase effectiveness.
Performance Management Evaluation	70% of students are satisfied with socialization, but want more sessions		Health centers lack staff for regular outreach		Collaboration with schools is needed for sustainable programs

Table 4. research findings with explanatory design Performance Management of Saribi Health Center: Socialization of Smoking Cessation Efforts (UBM) at SMP Negeri 3 Numfor Barat .

Category	Quantitative Data (Survey/Questionnaire)	Qualitative Data (Interviews/Observations to Explain Quantitative Results)	Conclusion
Level of Attendance in Socialization	75% of students attended the socialization, but only 45% actively participated.	Some students felt the activities were less interactive and too formal.	More interesting socialization methods are needed, such as role-play or group discussions.
Understanding the Dangers of Smoking	60% of students understand the negative impacts of smoking after socialization	Some students still doubt the information because they see adults who remain healthy even though they smoke.	There is a need for an approach based on real case studies and the direct experiences of former smokers.
Changing Attitudes Toward Smoking	40% of students who smoke plan to quit after socialization	Some students admit that it is difficult to stop because of the influence of peers and family.	UBM's approach needs to involve family and peers in mentoring programs.
Teacher and School Support	80% of teachers support the UBM program, but only 50% actively remind students outside the classroom	Teachers feel they have not received enough guidance in assisting students to stop smoking.	Special training is needed for teachers to be more active in supporting students.
Effectiveness of Health Center Performance Management in UBM	70% of students were satisfied with the socialization, but wanted more follow-up sessions	The health center has limited resources to carry out repeated socialization.	Closer collaboration is needed between the Community Health Center and schools so that socialization can be sustainable.

Quantitative results show that UBM socialization is quite successful in increasing student awareness, but its effectiveness is still limited due to challenges in active participation, environmental influences, and limited support from teachers and the Health Center. Therefore, qualitative research reveals the need for more interesting socialization methods, family involvement, and increasing the role of teachers in supporting students to quit smoking.

Conclusion

Smoking is a behavior that causes many negative effects on health. Smoking behavior increases the risk of heart disease, stroke, pregnancy disorders, and impotence. Efforts to quit smoking are one of the steps that are expected to provide understanding to the community so that they can reduce smoking habits. The performance management of the Saribi Health Center in implementing socialization of smoking cessation efforts at SMP Negeri 3 Numfor Barat showed positive results in increasing student awareness of the dangers of smoking. Although there are challenges in implementation, support from schools, parents, and the community can strengthen the sustainability of this program. In the future, a more systematic and sustainable approach is needed to ensure the success of smoking cessation efforts among adolescents.

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