JK JURNAL KESEHATAN

Obedience and Attitude of Hospital Employees on Non-Smoking Area Policy in Jombang

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Article Information	ABSTRACT
	Introduction: Hospital employees are expected to be role models for the surrounding community in obeying the Non-Smoking Area (NSA) policy. However, in reality, only some of the hospital employees in Jombang obey it. Cigarette ashes are still found in many hospitals' hidden corners. This study aims to analyze the attitude and obedience of hospital employees in Jombang to ward NSA policy in hospitals. **Method**: This research is an analytic descriptive with a cross-sectional study approach. Random sampling collected data using a Google form questionnaire on 56 male employees. Analysis was conducted by counting the frequency distribution of employees' NSA policy comprehension variable, the dangers of smoking variable, the attitudes toward smoking variable, and the last obedience towards NSA variable. **Result**: It showed that 92.9% of employees are aware of NSA policy, 98.2% are aware of the dangers of smoking, yet 19.6% of the employees are smokers, and 100% of the smoking employees have ever smoked in a hospital. PR univariate calculations show that comprehension of the danger of smoking has NSA policy has risked the dangers of smoking 2.7 times in the hospital. Meanwhile, employees' comprehension of NSA policy is a risk factor. The employees who understand NSA policy have the risk of 2,889 times smoking in the hospital. **Conclusion:** Employees are aware of NSA policy and the dangers of smoking to their health. Nevertheless, some employees smoke in the hospital due to addiction. Efforts have been made. Include: increasing education, monitoring from colleagues, and CCTV monitoring in locations frequently used by smoke.

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INTRODUCTION

Smoking is part of society's lifestyle. Even though much education has been carried out that smoking is a danger that threatens Indonesian children, adolescents, and women, smoking consumption is still high. Indonesia is ranked as the sixth-world tobacco-producing country after China (42%), Brazil (11%), India (10.62%), the USA (4.58%), and Malawi 3.02% (Desak Ketut, 2014). Data from the Central Bureau of Statistics states that cigarette spending cost per capita each week in 2020 – 2021. It reached Rp—7,531,925,607 in 2021. The high production of tobacco and the production cost of cigarettes has caused high cigarette distribution to the public. The highest number of cigarettes consumers are male (86.64%). In terms of health, cigarette consumption is one of the main risk factors for various non-infectious diseases such as coronary heart disease, stroke, cancer, chronic lung disease, and diabetes mellitus, which are the leading causes of death in the world, including Indonesia (Nurahmah, 2014). The 2020 Indonesian Tobacco Atlas states that there has been a shift in death causes in Indonesia. In 1990, most deaths were caused by infectious diseases, but in 2017 this pattern shifted where non-infectious diseases caused most deaths. Deaths caused by non-infectious diseases occur due to people's lifestyle changes today, including smoking behavior (Desak Ketut, 2014).

In order to overcome this problem, the government issued Law Number 36 of 2009 on health. This law mandated the Regional Government to regulate Non-Smoking Areas (NSA). This regulation aims to prevent and overcome the negative impacts of cigarette smoke. Article 5, paragraph 1, the first order of non-smoking areas is Health Service Facilities. Paragraph 2 explains that the hospital is included as Health Service Facility. The establishment of the NSA is a government effort to protect the public from other people's cigarette smoke (Ministry of Health Republic of Indonesia, 2021) and to guarantee the right of everyone to breathe clean and healthy air without any exposure to cigarette smoke. The Law of the Republic of Indonesia, number 36 of 2009 on health, states that health is a human right, and one of the welfare elements that must be achieved. Jombang Regency ratified the above law as a regulation derivative through Jombang Regent Regulation Number 16 of 2021 on Community Movement for Healthy Living. This law encourages the implementation of non-smoking areas (NSA) in various offices, health institutions, educational institutions, and community service centers such as hotels, restaurants, and cafes.

Implementation of non-smoking areas (NSA) in health care facilities is essential. We can see the success of non-smoking area (NSA) implementation from the achievement level in healthcare facilities. They can be role models in implementing non-smoking areas (NSA) in society. One indicator of non-smoking area (NSA) achievement in health facilities is the attitude and obedience of health workers to smoking regulation. As part of the Health Facilities in Jombang Regency, the hospital has established a non-smoking area (NSA) through Director Regulation No 012/XXX/PD/IV/2022. This regulation organizes the obedience and attitude of Hospital employees towards the non-smoking area policy. This study aims to measure the attitude and obedience level of hospital employees in Jombang toward the non-smoking area (NSA) policy.

LITERATURE REVIEW

According to the Indonesian Dictionary (2003), compliance means submission or obedience to teachings or rules. According to Gulo (in Haryono, 2009), there are five types of compliance, namely authoritarian (unreserved obedience), conformist directed compliance (adjustment to society or other people), conformist hedonist compliance (benefit-oriented), Compulsive deviant compliance (inconsistent compliance) and

supramodal compliance (compliance due to firm belief in moral values). This condition is relevant to this research that wants to examine employee compliance.

According to Rinoza (2019), factors that influence the formation of human attitudes include:

1. Personal experience.
2. The influence of other people who are considered necessary.
3. Environmental/cultural influences.
4. The mass media.

About being employee, workforce compliance can be influenced by rewards, stress levels at work, and comfort levels at work (Putri, 2010). This theory is included in the epidemiological circle of a person's behavior related to compliance so that it can help assess employee compliance with NSA. This condition also follows the results of Arifiani and Sukirno (2010) testing the effect of internal control on employee ethical behavior. The results of this study indicate that internal control has a positive effect on employee compliance.

METHOD

The method in this research is an analytical study. Data were collected by observation and interviews using instruments containing questions/questionnaires about attitudes and obedience to the non-smoking regulation in Jombang Hospitals. Data collection is gained from only some hospitals in Jombang. It was carried out by random sampling. The researcher chose one hospital in Jombang as the subject of the study (the name of the hospital may not be explicitly stated due to ethical issues, thus will be called Jombang Hospital), and selected 56 out of 73 male employees randomly. The random selection was conducted using an Excel program. The 56 selected employees then completed a questionnaire via the Google form application.

The collected data was inputted into a computer application to ease the analysis process, which was continued by testing with computer analysis to measure how vital each attitude and obedience indicator variable is. These variables include

1. Knowing about the non-smoking area (NSA) policy,
2. Knowing the dangers of smoking,
3. Attitudes toward smoking,
4. Obedience toward the non-smoking area (NSA) policy.

The questionnaire filling was conducted by giving a score from one to three. Score one is given if the respondent chooses the wrong option or chooses the "low" option. Meanwhile, a score of three is given to the respondent if he chooses the most correct or the "very good" option.

RESULT AND DISCUSSION

Univariate analysis is intended to determine the distribution of frequencies and single percentages related to the research objectives, as follows:

1. Measuring comprehension toward non-smoking area (NSA) policy

a. Comprehension toward non-smoking area (NSA) policy in Jombang Hospital
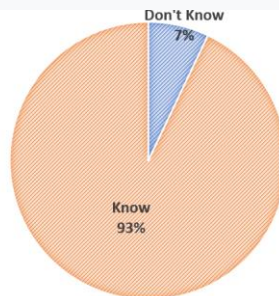
It was found that 52 male hospital employees (93%) were aware of the non-smoking area (NSA) policy at the Jombang Hospital.
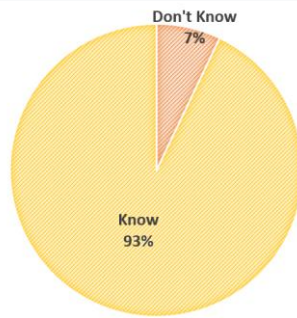
Pict 1. Comprehension of non-smoking area (NSA) policy at Jombang Hospital

b. Information Source of non-smoking area (NSA) policy at Jombang Hospital
It was found that 52 male hospital employees (93%) know the non-smoking area (NSA) policy at Jombang Hospital from more than two information sources (they got the information when they were first admitted to the hospital, from the head of the room and colleagues).

Pict 2. Information Source of non-smoking area (NSA) policy in the hospital

c. Comprehension of the Danger of Smoking
It was found that 55 male hospital employees (98%) were aware of the danger of smoking and the toxic substances in cigarettes (Pict 3).
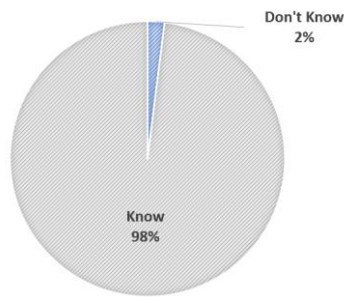
Pict 3. Comprehension of the Danger of Smoking

d. Information Source of the dangers of smoking
It was found that 53 hospital employees (94.6%) knew about the dangers of smoking and the toxic substances contained in cigarettes from more than two information sources (at least from wall magazines and, leaflets in the room, and outreach when they became new employees in the hospital)
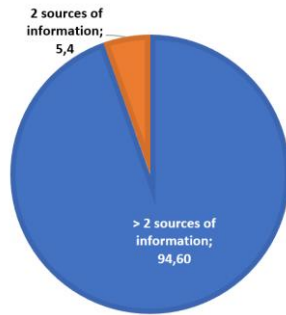
Pict 4. Information Source of the dangers of smoking

2. Measuring Attitude

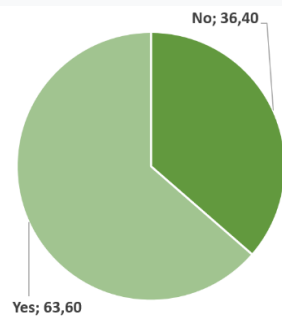a. Smoker Hospital Employees

It was found that 11 hospital employees (19.6%) are smokers (in their daily lives, they smoke more than three cigarettes).

Pict 5. Smokers Hospital Employees

b. Smoking Male Employees Bring Cigarettes to Work

It was found that 7 out of 11 smoking male employees (63.6%) brought cigarettes when they went to work.

Pict 6. Smoking Male Employees Bring Cigarettes to Work

c. The opinion is that smoking can make the employee more enthusiastic, reduce anxiety, and be more focused while working.

It was found that 11 employees (19.6%) agreed that smoking could make them more enthusiastic, reduce anxiety, and be more focused while working.
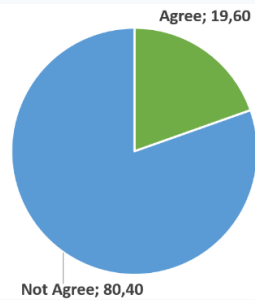
Pict 7. The opinion is that smoking can make the employee more enthusiastic, reduce anxiety, and more focused while working.

d. Reaction toward advice to quit smoking
    It was found that 5 out of 11 smoking male employees (45.4%) accepted advice to stop smoking.
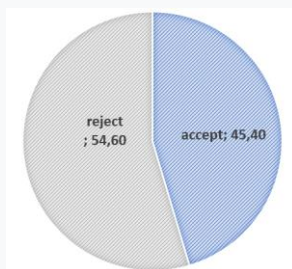

Pict 7. Reaction toward advice to quit smoking

3. Measuring Obedience
a. Employees who smoke in the hospital
    It was found that 11 smoking male employees (100%) smoked in the hospital.
b. Experience meeting with male employees who are smoking in the hospital
    It was found that 5 out of 56 employees (8.93%) shared their experiences meeting with male employees who were smoking in the hospital.
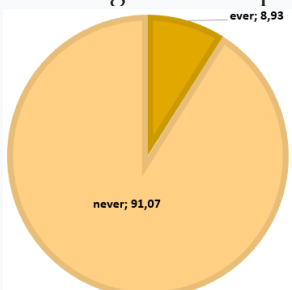
Pict 8. Experience meeting with male employees who are smoking in the hospital

c. Other employee reaction when meeting with employees who are smoking in the hospital
    It was found that there were 5 employees who met their colleagues who were smoking in the hospital. All five employees (100%) reminded their smoking colleagues to not smoke in the hospital

Univariate analysis is conducted to see the relationship between the attitude and obedience of hospital employees toward the non-smoking area (NSA) policy. Considering that this research is a cross-sectional study, the relationship analysis is carried out by calculating the Prevalence Ratio (PR) using the 2 x 2 table as follows:

Table 1. Table of employees' attitudes about smoking danger comprehension toward smoking habit.

Variables	Smoking Habits				Total		PR 95%CI	P-value
	Smoking		Non-smoking					
	n	%	n	%	N	%		
Attitude							2.700	0.357
Negative	1	50	1	50	2	100	(0.606-	
Positive	10	18.5	44	81.5	54	100	12.035)	

The employee's attitude toward smoking, where there are more smoking employees (19.6%) who already know the dangers of smoking (10 people) compared to those who do not. The Chi-Square results show that there is no significant relationship between knowing the non-smoking (NSA) policy and smoking behavior in the hospital (P value > 0.05). The

results of calculating the Prevalence Ratio show that smoking employees who know about the dangers of smoking are a risk factor. Furthermore, the risk factor of smoking employees who know the dangers of smoking is 2,7 times higher than those who do not know about the dangers of smoking (CI 0.606 – 12.035).

Internally, attitudes are influenced by three components, which are cognitive (knowledge, perceptions, and beliefs), affective (emotional and feeling), and conative (actions and behavior) (Darmiyati, 1995). Based on this, hospital employees' attitude toward the non-smoking area policy is measured. The measurement is based on the employees' comprehension of the no-smoking area (NSA) policy and the danger of smoking variable. Externally, employees' attitudes are influenced by personal experience; other people influence who is considered necessary, habits, culture, and mass media (Abugaza, 2019). The results show that 92.9% of employees know the non-smoking (NSA) policy and the dangers of smoking. This fact shows that Hospitals in Jombang have provided enough education about the existence of the non-smoking (NSA) policy and the dangers of smoking. Nevertheless, employees' desire to smoke makes some employees still have smoking habits.

Four factors form the basis of a person's adherence to specific values (Irwan, 2017), they are: Authoritarian (complete obedience without the freedom to act as they wish), Conformist (this obedience has three forms, including Conformist directed, which is an adjustment to society or other people; hedonist conformist, obedience oriented to profit and loss; and integral conformist, obedience that adjusts one's interests to the society interest; compulsive deviant, inconsistent obedience), Psychopathic Hedonic (obedience to wealth without taking into account the interests of others), and Supramoralist (obedience because of a firm belief in moral values). In terms of behavior, health workers must be able to be an example (role model) for the community (Permenkes, 2006). This condition is because the surrounding community perceives that the hospital represents healthy living behavior (Ydanri, 2012). There is also a hope that health workers will become ideal role models for implementing non-smoking areas (NSA) in hospitals. Therefore it is essential to put public perceptions into reality by regulating employees' obedience to the non-smoking area (NSA) policy through internal regulation. Hospitals in Jombang have established a non-smoking area (NSA) policy and has socialized it well. It has been proven that 92.9% of hospital employees have known it. From the research conducted, it can be seen that 98.2% are aware of the danger of smoking. Despite it, a small number of employees still smoke, both in their daily life (outside the hospital) and inside the hospital. Such facts show the lack of obedience from the hospital's employees.

Based on previous research conducted by Arifiani and Sukirno (2010), who examined the effect of internal control on employee ethical behavior, the results of this study indicate that internal control has a positive effect on employee ethical behavior. Another study by Agustina (2019) stated that implementing internal control can reduce the desire to disobey behavior in a local government context. Based on these references, Jombang Hospital has improved its internal control by adding surveillance cameras (CCTV) in areas where employees commonly used to smoke.

Attitude is someone's closed reaction or response to a stimulus or object (Notoatmodjo, 2018). Based on this reaction, Jombang Hospital increases the sense of caring among fellow employees by reminding each other to obey the smoking ban. This condition is the attitude manifestation toward smoking. With this mutual reminder action, the response is no longer closed but becomes open as real action or natural activity.

CONCLUSION

From the analysis in this study, it is known that there is no significant relationship between the attitude and compliance of hospital employees in Jombang with the KTR policy at the hospital.

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