

LOCUM PRACTICE AMONG GOVERNMENT MEDICAL OFFICERS AND FACTORS INFLUENCING IT AND THE IMPACT ON GOVERNMENT HEALTH SERVICES IN NEGERI SEMBILAN AND MALACCA, 1999

AMALAN LOKUM DI KALANGAN PEGAWAI PERUBATAN KERAJAAN DAN FAKTOR-FAKTOR YANG MEMPENGARUHINYA SERTA KESANNYA TERHADAP PERKHIDMATAN KESIHATAN KERAJAAN DI SELURUH NEGERI SEMBILAN DAN MELAKA, 1999

Mohd Anis Haron @ Harun, Syed Mohamed Aljunid

ABSTRACT

A cross-sectional study using self administered questionnaire on locum practice and I sociodemographic and service factors influencing this practice as well as its effects on productivity and job stress was carried out among all government medical officers in the whole state of Negeri Sembilan and Malacca. Universally chosen samples were made of 335 doctors who hailed from Hospital and Health Divisions and from 154 who responded, only 147 samples were chosen and analyzed in the study. Productivity was measured using 7 productivity indexes and job stress was measured using 'Personal Stress Inventory'. Results revealed that 60.6% of medical officers had practiced locum before and 58.4% of them were still practicing locum during this study, Locum practice were mainly practiced at private clinics (88.5%), after work (94.3%), less than 10 hours a week (69.3%) and for salary supplement (58.1%), whereby, 65.4% of them had managed to earn less than RM 1000. Locum were still being practiced by 51.9% of male medical officers, 41.0% of medical officers aged less than 30 years, 43.4% of medical officers who had served less than 5 years and 55.6% of medical officers who had earned net income less than RM 1 000. t Meanwhile, 80.9% of medical officers who had earned gross income more than : RM 5 000 did not practice locum during the study. Logistic Regression analysis then I revealed that locum practice among medical officers can positively be influenced by sex (male), Malay ethnic, service duration of less than 5 years, Health Division and net income of less than RM 1 000 ($p < 0.05$). Productivity of medical officers, however, could not be influenced by locum practice ($p > 0.05$). No association was I found between locum practice and job stress ($p > 0.05$). Hence, since locum is still being practiced by medical officers to earn extra income, without jeopardizing work productivity or causing job stress, it is suggested that the Ministry of Health should then legalize locum practice. Furthermore, ways to monitor and preparation of guidelines on locum practice should also be looked into.

ABSTRAK

Satu kajian irisan lintang menggunakan borang soal-selidik isi sendiri mengenai amalan lokum dan faktor perkhidmatan dan sosiodemografi yang mempengaruhinya serta kesannya terhadap produktiviti dan tekanan kerja telah dijalankan di kalangan semua pegawai perubatan di seluruh Negeri Sembilan dan Melaka. Sampel yang dipilih secara universal ini adalah terdiri dari 335 orang doktor yang mengisi jawatan Pegawai Perubatan di Bahagian Hospital dan Kesihatan dan dari 154 orang yang memberi respons, sebanyak 147 borang soal-selidik telah diisi dengan lengkap dan dianalisis di dalam kajian ini. Tahap produktiviti telah diukur dengan menggunakan 7 pembolehubah berkaitan dengan perkhidmatan yang telah dikenal pasti. Tahap tekanan kerja telah juga diukur dengan menggunakan "Personal Stress Inventory". Hasil kajian mendapati bahawa 60.6% pegawai perubatan pernah mengamalkan lokum dan dari jumlah ini, 58.4% masih lagi mengamalkannya. Majoriti dari amalan lokum dilakukan di klinik swasta (88.5%), selepas waktu kerja (94.3%), kurang dari 10 jam seminggu (69.3%), untuk menambah pendapatan (58.1%) dan 65.4% dari mereka memperolehi pendapatan kurang dari RM 1000 dari amalan ini. Seramai 51.9% pegawai perubatan lelaki, 41.0% pegawai perubatan b-rumur kurang dari 30 tahun, 43.4% pegawai perubatan yang berkhidmat kurang dari lima tahun serta 55.6% pegawai perubatan yang berpendapatan bersih kurang dari RM 500 didapati masih mengamalkan lokum. Manakala 80.9% dari pegawai perubatan yang berpendapatan kasar RM 5000 ke atas tidak mengamalkan lokum semasa kajian. Di dalam ujian regresi logistik, amalan lokum didapati telah dipengaruhi secara positif oleh jantina lelaki, etnik Melayu, tempoh perkhidmatan kurang dari 5 tahun, Bahagian Kesihatan dan pendapatan bersih pegawai perubatan yang kurang dari RM 1 000 ($p < 0.05$). Tahap produktiviti pegawai perubatan bagaimanapun tidak dipengaruhi oleh amalan lokum ($p > 0.05$). Tahap tekanan kerja di kalangan pegawai perubatan juga tidak mempunyai hubungan dengan amalan lokum ($p > 0.05$). Memandangkan bahawa lokum diamalkan oleh ramai pegawai perubatan di dalam perkhidmatan kesihatan dengan tujuan untuk menambahkan pendapatan tanpa menjejaskan produktiviti atau menyebabkan tekanan kerja, maka dicadangkan supaya Kementerian Kesihatan Malaysia mengambil langkah untuk membenarkan lokum ini diamalkan secara sah di negara ini. Di samping itu, kaedah untuk pemantauan amalan lokum serta garis panduan berkaitan dengan amalan ini hendaklah juga diwujudkan.