

Conference Paper

Determinant Factors of Training Result Implementation of General and Covid-19 Corpse Handling Forensic Department of Drajat Prawiranegara Hospital

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Abstract.

This study aims to determine the factors that influence the results of the training for the general burial of corpses and the bodies of COVID-19 for the forensic section of the Serang Hospital in 2021. The research design uses cross-sectional quantitative method, the research sample were all 150 respondents of the general corpse and Covid-19 corpse handling training participants. Quantitative data collection was obtained by providing a questionnaire that has been developed about the factors that affect the implementation of the results of the training to former training participants sent via email or sent directly. The analytical technique used in testing the hypothesis is *structural equation modeling* (SEM). The measurement of research variables was carried out using formative indicators, where the indicators describe constructs. The technique used to analyze the variables of this research was SEM with the XLSTAT PLS-PM program. Implementation of the results of the funeral training includes socialization, cadre, organizing, and counseling. The implementations that have been carried out by the trainees in each unit/section and 3 arrangements for the funeral procession are socialization (28.77%), cadre (6.85%), organizing (2.74%), and counseling (21.9%). Based on the results of the implementation, it can be seen that the lowest implementation in the three settings is cadre and organization. The implementation of cadre and organization is mostly carried out only in units/sections and in several settings (1 or 2 orders). The results on the assessment on *the outer model*, for the supporting factor variables, show that the variable that has the biggest influence is legality with an *outer weight value* of 0.394, while the other variables are not significant because they have an outer weight value below 0.2. The most significant inhibiting factor variables are negotiation failure variables with an outer weight value of 0.225 and a weak coordination variable with an outer weight value of 0.332.

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1. Introduction

Training is part of education regarding the learning process to obtain and improving skills outside the education system was applicable in a relatively short time and by using more methods give priority to practice over theory [1]. The definition of training is teaching and learning process in order to improve performance, professionalism and or support career development of health workers in their duties and functions. Referring to the two definitions above, basically of training is an attempt to improve a wide range of concepts and skills for applied at work [2]. Human resources of training in health have a very important role to create professionals for health workers. Strategic and effective measures were very needed to improve and fulfill energy to health workers. Availability and fulfillment of human resources health professionals were expected to realize health services quality. For the implementation of training to achieve effective results, then the implementation training needs to be prepared, implemented, and evaluated in accordance with the rules of the training system right. Training programs as one strategy human resources development requires evaluation function to determine the effectiveness of training programs concerned [3]. Evaluation is one eye chain in the training system that when viewed from implementation time, evaluation activities can be at the beginning of the planning process, the middle of the process implementation, as well as at the end of implementation training ,and post training activities [4]. Bhati states that training institutions are generally more effective implementation of training while the benefits and its application is not so noted. It is reinforced by Stolovitch's statement stating that there is a systematic weakness in post-training follow-up efforts and support for application of training results in the workplace. These findings underline similar findings made by intel Corporation on management training programs which followed 600 participants, the results of the study is less than one percent (1%) of the participants apply what they have learned

2. Methods

The subjects in this study were alumni of the General Body and Covid-19 Body Retrieval Training participants who had attended the training. This study used a cross-sectional quantitative research design and the sample was all participants of the General Body and Covid -19 Body Retrieval Training who met the inclusion and exclusion criteria

of 150 respondents. Quantitative data collection is obtained by providing a questionnaire that has been developed about the factors that affect the implementation of the results of the training to former training participants sent via email or sent directly. The analytical technique used in testing the hypothesis is *Structural Equation Modeling* (SEM). Measurement of research variables is carried out using formative indicators where these indicators will describe the construct. The technique that will be used to analyze the research variables is *Structural Equation Modeling* (SEM) with the XLSTAT PLS-PM program [5].

3. Result

3.1. Implementation variables

TABLE 1: Implementation of socialization.

Place of socialization	Amount	%
Units/sections and 3 arrangements	42	28.77
Unit/section and 2 arrangements	30	20.55
Unit/section and 1 order	38	26.03
Unit/part	35	23.97
Not implemented yet	1	0.68

TABLE 2: Implementation of cadre.

Place of cadre implementation	Amount	%
Units/sections and 3 arrangements	10	6.85
Unit/section and 2 arrangements	9	6.16
Unit/section and 1 order	25	17.12
Unit/part	62	42.47
Not implemented yet	40	27.40

TABLE 3: Implementation of organizing.

The place	Amount	%
Units/sections and 3 arrangements	4	2.74
Unit/section and 2 arrangements	14	9.59
Unit/part and 1 order	14	9.59
Unit/part	92	63.01
Not implemented yet	22	15.07

Implementation of the results of the funeral training includes socialization, cadre, organizing, and counseling. The implementations that have been carried out by the

TABLE 4: Implementation of counseling.

The place	Amount	%
Unit/section along with 3 other arrangements and arrangements	3	2.1
Units/sections and 3 arrangements	32	21.9
Unit/section and 2 arrangements	39	26.7
Unit/part and 1 order	40	27.4
Unit/part	30	20.5
Not implemented yet	2	1.4

trainees in each unit/section and 3 arrangements for the funeral procession are socialization (28.77 %), cadre (6.85%), organizing (2.74%), and counseling (21.9%). Based on the results of the implementation, it can be seen that the lowest implementation in the three settings is cadre and organization. The implementation of cadre and organization is mostly carried out only in units/sections and in several settings (1 or 2 orders).

3.2. Evaluation of the measurement model (outer model)

Based on the implementation indicators, the results of the analysis using the SEM-PLS method, the results show that the more meaningful indicator of the formation of implementation variables is organizing. This can be seen from the *outer weigh value of the organization* ($w=0.394$) which is the largest value among the three other implementation indicators. Organizing is most meaningful to the formation of implementation factors because in general units/ sections already have good organization, it can be seen that within the last 7 months a funeral team has been formed, the team has been formed in units/sections and in several settings. Although only 15.06% of the units/sections did not implement, at least 85% of the units/sections had carried out organizing in one or two settings.

Based on the results of the study in table 6, there are several factors that can affect the implementation of the results of training in the workplace, namely supporting and inhibiting factors. Supporting factors in implementing the results of the training include: unit/department facilities, information, cross-sectoral involvement, division of tasks, legality, leadership functions, and policies, while the inhibiting factors in implementing the results of the training consist of: employee transfers, limited funds, methods , stigma, discrimination, territorial coverage, health (illness), failure of negotiations, absence of a reporting system, and weak coordination. Assessment on *the outer model* ,

TABLE 5: Parameters of the Measurement Model.

latent variables	Manifest variables	outer weight	Outer weight (Bootstrap)	Standard error	Lower bound (95%)	Upper bound (95%)
obstacle factor	Employee transfer	-0.146	-0.138	0.095	-0.378	0.060
	Limited funds	0.089	0.084	0.124	-0.203	0.347
	Method	0.056	0.058	0.115	-0.190	0.298
	Stigma	0.088	0.102	0.096	-0.090	0.314
	Discrimination	-0.154	-0.177	0.114	-0.404	0.036
	ReachRegion	0.056	0.048	0.089	-0.141	0.262
	Health	0.122	0.121	0.075	-0.060	0.258
	Negotiation failure	0.225	0.190	0.126	-0.247	0.458
	Reporting System	-0.176	-0.170	0.091	-0.340	0.026
	Weak coordination	0.332	0.314	0.035	0.212	0.376
supporting factors	FacilitiesUnit/section	-0.039	-0.036	0.014	-0.063	-0.008
	information	0.002	0.022	0.079	-0.141	0.252
	Cross-Sectoral Engagement	0.060	0.061	0.021	0.026	0.104
	Division of tasks	0.008	0.001	0.055	-0.127	0.105
	Legality	0.394	0.394	0.025	0.342	0.438
	FunctionsLeadership	-0.021	-0.025	0.044	-0.159	0.062
	Policy	-0.026	-0.023	0.038	-0.091	0.066
	Implementation	Socialization	0.001	0.009	0.035	-0.051
	Cadre	0.048	0.049	0.042	-0.037	0.152
	Organizing	0.394	0.389	0.034	0.323	0.454
	counseling	0.024	0.019	0.054	-0.109	0.143

for the supporting factor variables, the results show that the variable that has the biggest influence is legality with an *outer weight value of 0.394*, while the other variables are not significant because they have an outer weight value below 0.2. The legality in this study is in the form of ownership of a Decision Letter (SK) for the funeral team which has been signed by the head of the unit/section which shows as many as 51% of respondents stated that they already have a Decree (SK) and 30% SK in the unit/section is still in the form of a draft, while the remaining 19% do not have a decree. The most significant inhibiting factor variables are negotiation failure variables with an outer weight value of 0.225 and a weak coordination variable with an outer weight value of 0.332.

TABLE 6: Structural Model Parameters.

latent variables	Value	Standard error	t	Pr > t	f ²	Value (Bootstrap)	Standard error (Bootstrap)	Critical ratio (CR)	Lower bound (95%)	Upper bound (95%)
Obstacle factor	0.092	0.041	2.24	0.026	0.035	0.127	0.047	1,968	0.057	0.239
Supporting factors	0.860	0.041	20.97	0.000	3.076	0.833	0.038	22,552	0.752	0.900

3.3. Structural Model (inner model)

Based on the results of the structural model evaluation by looking at the *path coefficient* which describes the strength of the relationship between constructs, it shows that the *value* for the inhibiting factor variable is 0.092 with a p value = 0.026, as well as the *value* for the supporting factor is 0.860 with a p value = 0.001, then of the two variables factors have a positive influence on implementation.

TABLE 7: Path Coefficient.

R ² (Implementation / 1):					
R ²	F	Pr > F	R ² (Bootstrap)	Standard error	Critical ratio (CR)
0.840	374,288	0.001	0.839	0.031	26,826

Based on simultaneous testing between inhibiting and supporting factors on the implementation of the results simultaneously, the inhibiting and supporting factors variables affect the implementation by looking at the results of the f statistic with a p value of 0.001. The value of R2 is ^{0.840}, indicating that the supporting and inhibiting factor variables are able to explain the implementation variable of 0.840 (84%) and the rest (16%) can be explained from other constructs, so that in the implementation of the implementation of the results of the training unit/section caring for the burial of corpses is still it is possible that there are other constructs that can affect the implementation for further research.

4. Discussion

4.1. Variable implementation of training results

The results showed that the variable implementation of the results of the training in the form of cadre and organization was only 9.6 %, forming a funeral team which is expected to be able to implement the results of the training in the unit/section in accordance

with the authority and responsibility so as to prevent and deal with cases of infectious bodies of Covid -19. This happens because to carry out cadre and organization in the three settings requires sufficient free time and good coordination with the three orders, while the tasks in the Unit/section are quite a lot, so that the implementation of funeral remembrance is sometimes delayed, this is in accordance with the statement of the respondent who stated that to coordinate with several arrangements was felt to be quite difficult because it required appropriate timing and willingness from each order to form a funeral team. The organizing function in terms of forming a funeral team is to organize the best possible cooperation, prevent and reduce delays and difficulties in the work process, and make work standards in implementing the program for the unit/section caring for funerals.

The implementation variables in the three settings mostly focused on the implementation of counseling and socialization, because the two implementation indicators could be carried out in conjunction with other activities, this was supported by the respondent's statement which stated that most of the respondents carried out socialization and counseling on funeral arrangements by inserting programs funerals in other activities, with the aim of saving costs, because there are no special costs for funerals and in the opinion of the respondents, this step is an effective and efficient step to achieve the objectives of the program unit/section caring for funerals.

According to [6], organization is one component that affects the input and will affect the expected output after completing the education and training process. The output in question is an increase in the knowledge, attitudes, and abilities of the training participants, so that the increase in these three components will affect the motivation and performance of former trainees and will then affect the organizational environment. This theory makes it clear that the formation of an organizational structure in the form of a funeral team will affect the organizational environment in realizing a funeral care unit/section, with an increase in the knowledge, attitudes, and abilities of participants in implementing the funeral care unit/section program, will affect motivation and the performance of former participants in the training unit/section caring for the burial of corpses so that it will affect the organizational environment, in this case the unit/section, to realize the program.

According to [7] , organizational development and change includes 2 (two) main categories, namely supporting factors and inhibiting factors . Ownership of a SK formally

(legality) is the most dominant factor as a supporter to carry out various implementations such as socialization, counseling, cadre, and especially organization. While other supporting factors are not so significant. This is probably caused by differences in the characteristics of the area that has risk factors. Regions that have a high risk of increasing Covid-19 cases, such as localization, tend to be more active and immediately carry out an organized implementation by forming an organization first, so that ownership of the decree will be fulfilled and activities will be well coordinated, as stated by respondents. which states that the ownership of the decree will be a supporting factor for the respondents so that it will affect the implementation of the training results.

The results showed that the most significant inhibiting factors were negotiation failure and poor coordination. The purpose of the failure of negotiations in this study is a condition when the funeral team is not accepted by a good institutional order for guidance or implementation of the implementation of the training results, negotiation is one of the important steps before conducting coaching to several arrangements, in the event of a failure. negotiations will hinder the implementation of the implementation of the training results. Important variables in negotiation are power, information, and time. Strength can be obtained from competitive advantage, legality, ability to take risks, commitment, expertise, knowledge, sacrifice, identification, morals, persuasion, attitudes and past experiences.

Other most dominant inhibiting factor variable is the lack of coordination. Coordination is the process of integrating goals and activities in separate units (departments or functional areas) of an organization to achieve an efficient organization. The coordination variable is the process of integrating the objectives and program activities of the unit/section caring for the burial of bodies, whether carried out between teams or in other arrangements. Coordination directly depends on the acquisition, dissemination and processing of information. The greater the uncertainty of the coordinated task, the more information is needed [8]. Communication is the key to effective coordination. Communication between teams in the unit/section is the key to coordination, but if the funeral team has individual tasks and the achievement of different individual work targets and communication between teams is not considered, coordination will not be well established. Likewise with the coordination of units/sections with several arrangements, the possibility of coordination between units/sections with several arrangements will be felt to be less than optimal if there is no good communication [9].

4.2. Analysis of factor variables that affect implementation variables

The contribution of the supporting and inhibiting factors shows that the supporting factor variables are more influential than the inhibiting factor variables. The supporting factors that contributed 93.6% were dominated by the legal aspect. Legality is very closely related to the organization, as discussed earlier that this aspect of legality is the ownership of a decree that has been signed by the head of the unit/section. Organizing and legality are links that cannot be separated, this is in accordance with the organizing theory proposed by [10], which states that organizing consists of 1) determining the resources and activities needed to achieve organizational goals, 2) designing and developing an organization, organization or work group that will be able to “bring” these things towards the goal, 3) assignment of certain responsibilities and then 4) delegation of the necessary authority to individuals to carry out their duties. These four organizing functions will create a formal structure in which work is assigned, divided, and coordinated. We underline that the organizing function will create a formal structure in this case the ownership of SK (legality) which is an indicator of the formation of a formal structure, this strengthens the results of research which proves that the supporting factors (legality) greatly contribute to the organization as a form of implementation of research results. This happens because with the ownership of the SK, the duties and responsibilities of the training participants will be clearer, so that the objectives will be achieved to the maximum as well.

The contribution of the inhibiting factor variable to the implementation variable is 6.4 % , which shows that the largest outer weight value is the variable of weak coordination, which has a very close role and relationship with the implementation variable (organizing). The strength of an organization lies in the ability to organize various resources in achieving a goal. The more coordinated and integrated the work of the organization, the more effective the achievement of organizational goals [11]. This can also happen to the team of the funeral care unit/section that has been formed, if coordination is not well established, then each funeral team will start pursuing their own interests for the achievement of personal goals, so that it will hinder the goals to be achieved by the team. unit/department of caring for the burial of the corpse as a whole.

5. Conclusion

Implementation of the results of the funeral training includes socialization, cadre, organizing, and counseling. The implementations that have been carried out by the trainees in each unit/section and 3 arrangements for the funeral procession are socialization (28.77 %), cadre (6.85%), organizing (2.74%), and counseling (21.9%). Based on the results of the implementation, it can be seen that the lowest implementation in the three settings is cadre and organization. The implementation of cadre and organization is mostly carried out only in units/sections and in several settings (1 or 2 orders). The results showed that the most significant inhibiting factors were negotiation failure and poor coordination. Assessment on *the outer model*, for the supporting factor variables, the results show that the variable that has the biggest influence is legality with an *outer weight value* of 0.394, while the other variables are not significant because they have an outer weight value below 0.2. The most significant inhibiting factor variables are negotiation failure variables with an outer weight value of 0.225 and a weak coordination variable with an outer weight value of 0.332.

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7. Conflict of Interest

The authors have no conflict of interest to declare.

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