

MALAYSIAN JOURNAL OF

**PUBLIC HEALTH
MEDICINE**

e-ISSN: 2590-3829

ISSN: 1675-0306

Volume 23 (Supplement 1) 2023



Official Publication of the

MALAYSIAN PUBLIC HEALTH PHYSICIANS' ASSOCIATION



MJPHM

Official Journal of Malaysian Public Health Physicians' Association

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Malaysian Journal of Public Health Medicine (MJPHM)
International Centre for Casemix and Clinical Coding
Universiti Kebangsaan Malaysia Medical Centre (UKMMC)
Jalan Yaacob Latif, 56000 Cheras, Kuala Lumpur
Malaysia

ISSN: 1675-0306

The Malaysian Journal of Public Health Medicine is published twice a year

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Malaysian Public Health Physicians' Association

Secretariate Address:

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International Centre for Casemix and Clinical Coding
Universiti Kebangsaan Malaysia Medical Centre (UKMMC)
Jalan Yaacob Latif, 56000 Cheras, Kuala Lumpur
Malaysia

Tel: 03-91456986/6987/6988 Faks: 03-91456685, Email: editor@mjphm.org



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- EPIDPP14/87** **SOCIODEMOGRAPHIC CHARACTERISTICS AMONG HYPERTENSION IN TYPE 2 DIABETES MELLITUS CLIENT ATTENDING KUALA PILAH HEALTH CLINIC, NEGERI SEMBILAN**
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- EPIDPP15/16** **GEOGRAPHICAL VARIATIONS IN THE PREVALENCE OF HIGH-RISK HUMAN PAPILLOMAVIRUS: FINDINGS FROM THE PUBLIC CERVICAL CANCER SCREENING REGISTRY**
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- EPIDPP16/65** **YAWS AMONG INDIGENOUS PEOPLE OF SUNGAI KEJAR, HULU PERAK: THE PREVALENCE AND THE TREATMENT**
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- EPIDPP17/35** **DOES PHYSICAL FITNESS LEVEL ASSOCIATE WITH BODY WEIGHT STATUS AMONG SCHOOL ADOLESCENTS IN TERENGGANU, MALAYSIA?**
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- EPIDPP18/27** **TRENDS OF DENTAL CARIES STATUS OF 12-YEAR-OLD SCHOOL CHILDREN IN SARAWAK CENTRAL REGION, SARAWAK 2015-2019**
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- EPIDPP19/86** **THE CHARACTERISTICS OF ZONOTIC MALARIA PATIENTS IN KUALA PILAH DISTRICT, NEGERI SEMBILAN**
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- EPIDPP20/90** **BIRTH COHORT EFFECTS ON OBESITY AMONG MALAYSIAN ADULTS: THE GENERATION X-ERS AND Y-ERS ARE THE HIGH-RISK SUBPOPULATIONS**
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- EPIDPP21/98** **COST ANALYSIS OF HUMAN PAPILLOMAVIRUS TEST AND PAP SMEAR TEST IN MINISTRY OF HEALTH MALAYSIA**
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- EPIDPP22/102** **HUMAN BRUCELLOSIS: A RETROSPECTIVE STUDY IN TERENGGANU 2014 - MAY 2023**
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- EPIDPP23/162** **PHYSICAL ENVIRONMENT CHARACTERISTICS AMONG PHYSICALLY INACTIVE ANTENATAL WOMEN IN SEREMBAN, MALAYSIA**
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- EPIDPP24/11** **WOMEN ATTENDING CERVICAL CANCER SCREENING PROGRAMS BY THE PUBLIC HEALTH SECTOR; WHO ARE THEY?**
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- EPIDPP25/101** **SURVIVAL ANALYSIS OF NEWLY DIAGNOSED DIABETES MELLITUS : FINDINGS FROM THREE POPULATION-BASED SURVEYS.**
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- EPIDPP26/119** **BREAKING THE CHAIN OF COVID-19 INFECTION IN THE COMMUNITY RESIDING IN CENTRAL REGION OF MALAYSIA: THE ROLE OF ENHANCED MOVEMENT CONTROL ORDER (EMCO)**
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- EPIDPP27/127** **OUTCOME OF ELIMINATION MOTHER-TO-CHILD TRANSMISSION (EMTCT) HEPATITIS B: A PILOT PROJECT IN TERENGGANU, 2019-2021**
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- EPIDPP28/160** **SPATIOTEMPORAL TREND OF HAND-FOOT-MOUTH DISEASE AND ITS RELATIONSHIP WITH ENVIRONMENTAL FACTORS IN NEGERI SEMBILAN**
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- EPIDPP29/126** **HOW WELL IS OUR B40 GROUP?**
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- EPIDPP31/54** **INFLUENZA VACCINE: DO THE BELIEFS OF VACCINE UPTAKE CHANGE AMONG HEALTH CARE WORKERS IN POST COVID-19 PANDEMIC ERA?**
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- EPIDPP32/60** **SELANGOR MENTAL SIHAT (SEHAT) HELPLINE: A DIGITAL MENTAL HEALTH INTERVENTION FOR THE ADVOCACY AND INTERVENTION OF MENTAL HEALTH**
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- EPIDPP33/68** **EPIDEMIOLOGICAL AND CLINICAL FEATURES OF CORONAVIRUS (COVID-19) PATIENTS IN THE SOUTHERN REGION OF MALAYSIA**
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- EPIDPP34/97** **READMISSION AND HOSPITAL DEATHS FOR CHRONIC OBSTRUCTIVE PULMONARY DISEASE AMONG THE ELDERLY: ANALYSIS OF HOSPITALISATIONS BETWEEN 2015-2019**
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- EPIDPP35/99** **STIGMATIZING AND DISCRIMINATORY ATTITUDES TOWARD PEOPLE LIVING WITH HIV/AIDS (PLWHA) AMONG ADOLESCENTS IN MALAYSIA**
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- EPIDPP36/165b** **COLORECTAL CANCER AND STREPTOCOCCUS GALLOLYTICUS INFECTION: ACCURACY OF STATISTICAL AND MACHINE LEARNING MODELS FOR EARLY DETECTION ALGORITHM**
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- EPIDPP37/8** **SEROPREVALENCE OF LYMPHATIC FILARIASIS AMONG MIGRANT WORKERS IN SABAH, MALAYSIA**
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- EPIDPP38/111** **FINDINGS OF A URTI OUTBREAK AT A TRAINING INSTITUTION IN PORT DICKSON DISTRICT, NEGERI SEMBILAN, MALAYSIA**
Aisyah Anuar, Shahdattul Dewi Nur Khairitza, Esther Rishma Sundram, Ammar Amsyar Abdul Haddi, Abdul Rahman Dashuki, Sharifah Ain Shameera Syed Rusli, Norjeehan Junadi, Muhammad Afdal Fitri Mohd Rahim
- EPIDPP39/118** **CASE REPORT OF JAPANESE ENCEPHALITIS IN BATU PAHAT JOHOR: A PUBLIC HEALTH PERSPECTIVE**
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- EPIDPP40/134** **TRENDS IN GLUCOSE-LOWERING DRUGS: INCREASE IN INSULIN USE AMONG PATIENTS WITH UNCONTROLLED TYPE 2 DIABETES IN PUBLIC HEALTH CLINICS FROM 2011 TO 2020**
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- EPIDPP41/143** **SUPPLEMENTARY MEASLES IMMUNIZATION COVERAGE IN SEREMBAN, NEGERI SEMBILAN**
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- EPIDPP42/145** **LYMPHATIC FILARIASIS IN PAHANG, MALAYSIA : DISTRIBUTION OF CASES AND STRATEGY TOWARDS ELIMINATION**
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- EPIDPP43/36** **HIV INFECTION IN BESUT, TERENGGANU: EPIDEMIOLOGIC TRANSITION, MORTALITY AND ASSOCIATED RISK FACTORS: A 17-YEAR REVIEW (2005-2022)**
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- EPIDPP44/129** **DIABETES MELLITUS IN KEDAH: FACTORS ASSOCIATED WITH GOOD GLYCAEMIC CONTROL**
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- EPIDPP45/137** **Submicroscopic Malaria Plasmodium Vivax Among Orang Asli Population In Pos LENJANG, LIPIS, PAHANG**
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- EPIDPP46/144** **ACCURACY OF REAL-TIME POLYMERASE CHAIN REACTION (RT-PCR) AS A SUPPLEMENTARY TEST FOR DIAGNOSING MEASLES**
Haziq Alias, Ahmad Iqmer Nashriq, Mimi Rodzaimah Abdul Karim, W Nur Afiza Wan Arifin
- EPIDPP47/128** **EFFECT OF DIGITAL MOBILE OF INFORMATION-MOTIVATION-BEHAVIOURAL SKILLS DENGUE INTERVENTION MODULE (IMODE) IN IMPROVING DENGUE PREVENTIVE PRACTICES AMONG MILITARY FAMILIES: CLUSTER RANDOMISED CONTROL TRIAL**
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FHSMPP01/33 **THE RELATIONSHIP BETWEEN QUALITY OF LIFE, SELF-ESTEEM, AND FAMILY ENVIRONMENT WITH RESILIENCE AMONG ORANG ASLI YOUTHS IN GOMBAK DURING COVID-19**
Nurjuliana Noordin, Nik Nairan Abdullah, Raudah Mohd Yunus

FHSMPP02/72 **DIRECT COSTS FOR COVID-19 PERSON UNDER SURVEILLANCE TO A DISTRICT HEALTH OFFICE - A PROVIDER'S PERSPECTIVE**
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FHSMPP03/56 **ONLINE APPOINTMENT AT PUBLIC PRIMARY HEALTH CARE (PHC) FACILITIES IN MALAYSIA: A PERSPECTIVE FROM THE DEMAND-SIDE STRATEGY**
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FHSMPP04/89 **OUTLIER IDENTIFICATION AND QUALITY OF CARE IN HOSPITAL ADMISSIONS: A SUBSPECIALTY-LEVEL ANALYSIS**
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FHSMPP05/59 **SUBSIDISED PSYCHIATRY TREATMENT IN SELANGOR MENTAL SIHAT (SEHAT) PROGRAMME**
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FHSMPP06/77 **HBA1C VARIABILITY AND ITS ASSOCIATED FACTORS AMONG TYPE 2 DIABETES PATIENTS IN MALAYSIA PUBLIC PRIMARY CARE CLINICS**
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FHSMPP08/80 **OUTSOURCING OF PUBLIC PATIENTS IN MINISTRY OF HEALTH HOSPITALS DURING THE COVID-19 PANDEMIC**
Gunenthira Rao Subbarao, Mohd Ridzwan Shaari, Fawzi Zaidan Ali, Khairol Idham Zulkifli

FHSMPP09/92 **POOLED CONFIRMATORY FACTORIAL ANALYSIS ON AUTHENTIC LEADERSHIP, PSYCHOLOGICAL CAPITAL, JOB BURNOUT AND ORGANISATIONAL COMMITMENT BASED ON PRIMARY HEALTHCARE WORKERS IN SARAWAK**
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- FHSMPP10/124** **EXPLORING THE USE OF MENSTRUAL CYCLE APPLICATIONS AMONG PHARMACY STUDENTS**
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- FHSMPP11/146** **BUILDING RESILIENCE: THE REDESIGN OF PUBLIC PRIMARY HEALTH CARE CLINIC IN A POST-COVID-19 ERA**
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- FHSMPP12/69** **FACTORS ASSOCIATED WITH PRE-PREGNANCY CARE KNOWLEDGE AMONG UNDERGRADUATE STUDENTS IN SELANGOR**
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- FHSMPP13/105** **PATIENT SATISFACTION WITH VIRTUAL CLINIC SERVICES IN MELAKA 2022-2023**
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- FHSMPP14/110** **MANAGEMENT OF SUSPECTED ACUTE CORONARY SYNDROME IN EMERGENCY DEPARTMENT OF A UNIVERSITY HOSPITAL**
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- FHSMPP15/113** **EHEALTH LITERACY OF PHARMACY STUDENTS AT A MALAYSIAN PUBLIC UNIVERSITY**
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- FHSMPP16/123** **MALAYSIA NATIONAL HEALTH ACCOUNTS (MNHA) OUT-OF-POCKET (OOP) HEALTH EXPENDITURE ESTIMATES USING INTEGRATIVE APPROACH**
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- FHSMPP17/114** **GENDER DIFFERENCES IN PERCEIVED PSYCHOLOGICAL DISTRESS OF INFERTILITY AMONG MALAYSIAN INFERTILE MEN AND WOMEN**
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- FHSMPP18 / 161** **THE PREDICTORS OF OVERWEIGHT AND OBESITY AMONG UNIVERSITY STUDENTS IN SERDANG, MALAYSIA**
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- FHSMPP19/138** **CHALLENGES OF COMMUNITY PARTICIPATORY APPROACHES IN PUBLIC HEALTH RESEARCH TO UNCOVER THE GENDERED IMPACTS OF COVID-19 ON ESSENTIAL CARE WORKERS**
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- FHSMPP20/164** **THE EFFECTIVENESS OF IFitER PROGRAM AT WELLNESS HUB ALOR SETAR IN 2022**
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- FHSMPP21/148** **MATERNAL AND CHILD FACTORS AS DETERMINANTS FOR STUNTING AMONG UNDER FIVE CHILDREN IN KUANTAN, PAHANG**
Noraini Musa, Nor Azam Kamaruzaman, Hafizah Pasi, Iskandar Firzada Osman
- FHSMPP22/21** **THE EFFECTIVENESS OF SEGAK-JomFitKedah TRIM & FIT (SJTF) PROGRAMME IN SIK DISTRICT, KEDAH: A PILOT INTERVENTION STUDY**
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- FHSMPP23/84** HEALTH LITERACY AMONG LOCAL COMMUNITIES IN A PROTECTED AREA OF PAHANG NATIONAL PARK. BARRIERS AND STRATEGIES
Nor Aziah Abd Kadir, Amirah Azzeri, Mohd Iqbal Mohd Noor, Mohd Hafiz Jaafar, Ratha Krishnan Suppiah, Zurina Kefeli
- FHSMPP24/91** THE LEVEL OF DIGITAL HEALTH LITERACY AND ITS ASSOCIATED FACTORS AMONG ELDERLY IN THREE VILLAGES AT JEMPOL, NEGERI SEMBILAN, 2023
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- FHSMPP25/109** EXPLORING THE SOCIAL NETWORKS OF ELDERLY POPULATION IN KUCHING NORTH CITY: IMPLICATIONS FOR QUALITY OF LIFE
Zulaikha Abdul Razak, Lee Yew Fong
- FHSMPP26/157** CORRELATION OF DEPRESCRIBING WITH SPECIFIC-NECESSITY AND CONCERN, GENERAL OVERUSE AND HARM AND LEVEL OF MEDICATION ADHERENCE AMONG ELDERLY AT THE GERIATRIC CLINIC OF A PUBLIC HOSPITAL IN MALAYSIA
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- FHSMPP27/75** EMERGENCY DEPARTMENT CONGESTION: FACTORS CONTRIBUTING TO CONGESTION AND SOLUTION TO RESOLVE THE SITUATION
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- FHSMPP28/75** IMMUNISATION OUTREACH PROGRAMME 2022 IN KEPONG HEALTH OFFICE
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- FHSMPP29/135** HIGH ACCEPTABILITY AND UPTAKE IN A COVID-19 SELF-TESTING PILOT IN MANUFACTURING INDUSTRIES IN KEDAH, MALAYSIA
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- FHSMPP30/140** EXPLORATORY FACTOR ANALYSIS OF A PATIENT-REPORTED OUTCOME MEASURE: A NEWLY DEVELOPED MEDICATION ADHERENCE MEASUREMENT TOOL FOR THE ELDERLY IN MALAYSIA
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- FHSMPP31/151** MOBILE HEALTH SERVICES FOR THE FIRST PEOPLE IN PAHANG. CHALLENGES AND HOPES.
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- FHSMPP32/163 **“IF ONLY I KNEW”: A CASE STUDY OF THE LIVED EXPERIENCE OF A PREGNANT TEENAGER**
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- FHSMPP33/131 **A SYSTEMATIC REVIEW ON PATIENTS CLASSIFICATION SYSTEM (SPECIFIC TO DIAGNOSIS-RELATED GROUP) FOR HEALTH CARE SERVICES WORLDWIDE.**
Adzly Hairee Sahabudin, Amirah Azzeri, Mohd Hafiz Jaafar and Maznah Dahlui

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- OHEHPP01/09 **UNDERSTANDING THE EPIDEMIOLOGY OF HEALTHCARE WORKERS INFECTED WITH TUBERCULOSIS (TB) DISEASE IN KEDAH: MULTIPLE CASE STUDIES FROM 2017 TO 2021.**
Nur`Atiqah Mohamad`Azli , Muhammad Shauqi Abdul Kadir , S Maria Awaluddin, Harisah Mad Salim , Maznieda Mahjom
- OHEHPP02/39 **TECHNOSTRESS AMONG HEALTHCARE WORKERS (HCWS) AT THE STATE HOSPITALS IN KLANG VALLEY AND EAST MALAYSIA**
Nur Hasnah Ma`amor, Nor Asiah Muhamad, Fatin Norhasny Leman, `Izzah `Athirah Rosli , Nor Hidayah Jamalluddin, Mohammad Zabri Johari, Norliza Chemi, Mohd Fadzli Mohamad Isa, Norni Abdullah
- OHEHPP03/30 **BURNOUT AND CORTISOL LEVELS AMONG LABORATORY PERSONNEL FROM SELECTED FACILITIES IN KLANG VALLEY DURING COVID-19 PANDEMIC**
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- OHEHPP04/93 **THE TREND OF PUBLICATION FOR VOICE DISORDERS AMONG TEACHERS**
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- OHEHPP05/117 **THE NEXUS BETWEEN WORK ENVIRONMENTAL FACTORS AND EMPLOYEES' MENTAL HEALTH WELL-BEING DURING COVID-19 PANDEMIC: A SYSTEMATIC REVIEW**
David Chan Chee Hoong, Halim Ismail, Hanis Ahmad, Hafiz Baharudin, Naiemy Reffin, Nor Azila Aris, Huam Zhe Shen
- OHEHPP06 / 100* **CONTINUING PROFESSIONAL DEVELOPMENT; PRIMARY REPORT YEARS OF MYCPD**
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- OHEHPP07/132 **THE ASSOCIATION BETWEEN DAILY TEMPERATURE WITH NON-ACCIDENTAL MORTALITY IN PENANG, MALAYSIA: A-TIME SERIES STUDY**
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- OHEHPP08/141 **FOSTERING RESILIENT MENTAL WELL-BEING: 'MYHAPPY PERFORMANCE' INTERVENTION FOR HEALTHCARE WORKERS WITH DEPRESSION IN KUALA MUDA DISTRICT HEALTH OFFICE**
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- OHEHPP09/125 EFFECT OF INFORMATION-MOTIVATION-BEHAVIORAL SKILLS-BASED M-HEALTH EDUCATION ON INCREASING ADHERENCE TO PULHEEMS EXAMINATION AMONG MILITARY PERSONNEL IN KLANG VALLEY
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- OHEHPP10/121 PREVALENCE OF NON-COMMUNICABLE DISEASE RISK FACTORS AMONG HEALTHCARE WORKERS IN THE KOSPEN WOW PROGRAM IN KEDAH
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- OHEHPP11/122 WILLINGNESS TO PAY (WTP) FOR SALIVA TEST KITS AMONG HEALTHCARE WORKERS IN KEDAH
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- OHEHPP13/150 RECREATIONAL MARINE WATER SAMPLES AND ITS RELATIONSHIP WITH ACUTE GASTROENTERITIS (AGE) CASE REPORTING IN PORT DICKSON DISTRICT, NEGERI SEMBILAN, MALAYSIA
Ammar Amsyar Abdul Haddj, Esther Rishma Sundram, Shahdatul Dewi Nur Khairitza Taib, Muhammad Afdal Fitri Rahim, Qaiyum Omar, Zuraida Mohamed
- OHEHPP14/142 GAMING ADDICTION AND ITS ASSOCIATION WITH DEPRESSION, ANXIETY AND LONELINESS AMONG UNIVERSITY STUDENTS IN MALAYSIA
Mona Lisa Md Rasip, Nor Asiah Muhamad, Sharifah Zawani Syed Ahmad Yunus, Norliza Chemi, Norni Abdullah, Nur Hasnah Maamor, Izzah Athirah Rosli2, Fatin Norhasny Leman, Mohd Fadzli Mohamad Isa

FHSMPP09/92: Pooled Confirmatory Factorial Analysis On Authentic Leadership, Psychological Capital, Job Burnout And Organisational Commitment Based On Primary Healthcare Workers In Sarawak

Ainaa Anum Araffin Bakar¹, Noorzilawati Ishak¹

¹ *Universiti Malaysia Sarawak*

Corresponding author's email: ainaaanum@gmail.com

Summary

In Structural Equation Modelling, the author steps in the analysis by performing the first step, called Confirmatory Factor Analysis (CFA). It can help researchers avoid erroneous estimations once they try to predict the relevance of a particular factor. It can also be utilised in various scientific areas. Four constructs, including authentic leadership, psychological capital, job burnout and organisational commitment, were assessed simultaneously in a pooled CFA for model fitness based on primary healthcare workers in Sarawak. The compensation of these factors can improve the model's capabilities.

Keywords

Pooled Confirmatory Factor Analysis, Organisational Commitment, Authentic Leadership, Psychological Capital, Job Burnout

Introduction

Committed healthcare workers in healthcare organisations are essential to delivering high-quality services. They bring value to the organisation through their determination, proactive support, high productivity, and quality awareness. Pooled Confirmatory Factor Analysis (Pooled CFA) is the first step of Structural Equation Modelling (SEM) that can identify the fitness of a complex measurement model based on four second-order constructs, including authentic leadership, psychological capital, job burnout and organisational commitment.

Materials and Methods

The study populations were assistant medical officers (AMOs) and nurses working in public health clinics with doctors in Sarawak, and 549 samples fulfilled the analysis requirements. Pooled Confirmatory Factor Analysis ascertains the researcher to develop the capability of the latent measurement model to be more effective and precise for drawing the conclusion besides avoiding the violation or regression assumption. Tools for measurement are all Likert Scales which are the Authentic Leadership Questionnaire (ALQ), Psychological Capital Scale (PsyCap), Oldenburg Burnout Inventory (OLBI) and Three-factor Organisational Commitment Scale (OCS).

Results and Discussion

Uni-dimensionality. The latest model demonstrated all factor loading of all items above 0.5 (Table 1) after deleting six items that are below 0.5 (OC17, JB2, JB4, JB10, JB12 and JB15), which indicated the uni-dimensionality of the new measurement model. (Figure 1). **Construct Validity.** Fitness Indexes acceptable fit (CMIN/DF = 2.588, RMSEA = 0.054, CFI = 0.904, SRMR = 0.0617). (Figure 1)

Convergent Validity and Composite Reliability. The Average Variance Extracted (AVE) and composite reliability (CR) of all constructs exceeded their threshold values of 0.5 and 0.6, respectively. The convergent validity and composite reliability for all latent constructs in the model have been achieved.

Discriminant Validity. The Root of the average Variance of a component is higher than the average Variance of other components in Table 3. The criterion of discriminant validity is fulfilled.

Table 1 The Factor loading of each item in the new measurement model.

Construct	Sub-construct	Item	Factor Loading	
Authentic Leadership	Self-awareness	AL1	0.865	
		AL2	0.843	
		AL3	0.883	
	Internalised Moral Perspectives	AL4	0.867	
		AL5	0.759	
		AL6	0.917	
		AL7	0.943	
		AL8	0.922	
		AL9	0.647	
	Balanced Processing	AL10	0.844	
		AL11	0.921	
		AL12	0.924	
		AL13	0.874	
		Rational Transparency	AL14	0.936
			AL15	0.939
Psychological Capital	Self-efficacy	AL16	0.915	
		PC1	0.917	
		PC2	0.950	
		PC3	0.895	
	Hope	PC4	0.838	
		PC5	0.850	
		PC6	0.942	
		PC7	0.916	
	Resilience	PC8	0.870	
		PC9	0.896	
		PC10	0.890	
		PC11	0.918	
Optimism	PC12	0.949		
	JB3	0.643		
Job Burnout	Disengagement	JB6	0.563	
		JB7	0.806	
		JB9	0.806	
		JB11	0.647	
	Exhaustion	JB13	0.505	
		JB1	0.649	
		JB5	0.634	
		JB8	0.715	
		JB14	0.661	
		JB16	0.664	
Organisational Commitment	Affective commitment	OC1	0.805	
		OC2	0.613	
		OC3	0.596	
		OC4	0.572	
		OC5	0.905	
		OC6	0.703	
		OC7	0.895	
		OC8	0.880	
	Continuance commitment	OC9	0.602	
		OC10	0.604	
		OC11	0.810	

	OC12	0.821
	OC13	0.617
	OC14	0.748
	OC15	0.786
	OC16	0.785
Normative commitment	OC18	0.807
	OC19	0.602
	OC20	0.857
	OC21	0.595
	OC22	0.818

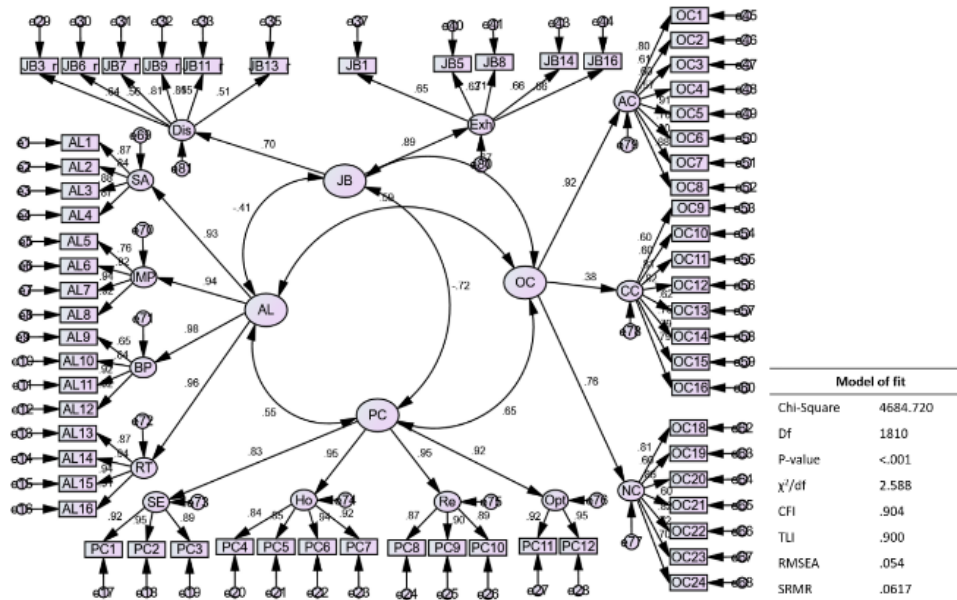
Table 2. AVE and CR values for all constructs and sub construct

Construct	Sub-construct	AVE	CR
Authentic leadership		0.909	0.973
	Self-awareness	0.748	0.899
	Internalised moral perspectives	0.789	0.922
	Balanced processing	0.708	0.888
Psychological capital	Rational transparency	0.840	0.956
		0.719	0.880
	Self efficacy	0.848	0.934
	Hope	0.788	0.946
Job burnout	Resilience	0.748	0.925
	Optimism	0.872	0.922
		0.871	0.921
Organisational commitment	Disengagement	0.451	0.689
	Exhaustion	0.442	0.637
		0.522	0.631
	Affective commitment	0.574	0.861
	Continuance commitment	0.529	0.826
	Normative commitment	0.539	0.816

Table 3. Discriminant Validity Index

No	Latent variable	Authentic Leadership	Psychological Capital	Job Burnout	Organisational Commitment
1	Authentic Leadership	0.954			
2	Psychological Capital	0.552	0.848		
3	Job Burnout	-0.409	-0.725	0.933	
4	Organisational Commitment	0.588	0.647	-	0.723

Figure 1 The pooled CFA for the new measurement model.



The study focused on the validation and reliability of the measurement model. It analysed the components and indicators acknowledged as reliable by the construct validity and reliability tests. The low-value verification is associated with cultural interpretation problems that arise from adapting to the primary healthcare workers' context. Incorporating indicators belonging to another factor might contaminate the weak factor. Therefore, perform Exploratory SEM techniques to ensure whether the scale may have a unidimensional but multi-component construct can be considered. During model fitting, the chi-square/df was less than three. However, the p-value was significant. Some studies ignore the significance of the p-value if other Model fit values are good. AVE is higher than 0.5. According to Formell and Larcker (1981), 0.4 is acceptable, provided that CR is higher than 0.6 and the convergent validity of the construct is still adequate. Based on this paper, AVE for disengagement and exhaustion are below 0.5 (0.430 and 0.457, respectively). However, both CRs are higher than 0.6. Therefore, the convergent validity of all the constructs is acceptable. The current study is the first one that applied pooled CFA to test the conceptual framework on relationships between authentic leadership, psychological capital, job burnout and organisational commitment. The concept of Pooled-CFA is a method that enables scholars to carry out their investigations without spending much time identifying the various issues they might have to deal with the means of empirical study. The findings in the present study are beneficial for researchers to proceed with structural modelling to determine the relationships between authentic leadership, psychological capital, job burnout and organisational commitment. Therefore, the