



Relationship between Motivation and Performance of Posyandu Cadres in Stunting Prevention at Lima Ilir Health Center Palembang

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ABSTRACT

Stunting prevention is very important to support Indonesia's golden generation. Monitoring children's health and development through the Integrated Posyandu program is very important for families with young children. Posyandu is an important tool in the community to support efforts to achieve a prosperous society. The success of Posyandu is influenced by the cadres' motivation to carry out their roles and functions. There are many factors that influence the performance of posyandu cadres and what is examined in this study is motivation. This research aims to determine the relationship between motivation and cadre performance. The research design in this study was a correlation descriptive study with a cross sectional approach. The independent variables in this study is motivation, while the dependent variable in this study is the performance of cadres. The population in this study were all cadres in the working area of the Lima Ilir Public Health Center, Palembang City, Sample of this study is 53 cadres. The results showed that cadres motivation has significant relationship with the performance of posyandu cadres (p-value : 0.040). Cadres are expected to increase motivation and performance with carry out their functions, namely by going directly to the house to listen to the community's complaints. And for the leaders of the health center to encourage cadres to maintain and improve their performance with training to cadres and give awards for the achievement of the work that has been done.

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INTRODUCTION

Health development is an effort made by all components of the Indonesian nation to increase awareness, willingness and life skills for everyone in order to realize the highest degree of public health as an investment in social and economic human resource development (BTKLPP, 2019). One of the nutritional problems experienced by toddlers

in the world today is short toddlers or stunting. The incidence of stunting of toddlers is also a major nutritional problem faced by Indonesia (Kementerian Kesehatan RI, 2018). Stunting is a condition of failure to grow in children under five as a result of chronic malnutrition so that the child is too short for his age. Malnutrition occurs in the womb and in the early days after the baby is born. However, the stunting condition will appear after the baby is 2 years old (Kementerian Kesehatan RI, 2020).

Stunted physical and mental development, increased pain, and even death are the effects of malnutrition at an early age. Toddlers with stunting are at risk of decreasing intellectual ability, productivity, and the risk of degenerative diseases in the future (Kementerian Kesehatan RI, 2018). According to World Health Organization (WHO) data, the prevalence of stunting cases worldwide in 2018 was 21.9% or as many as 149 million, in 2019 it was 21.3% or as many as 144 million and in 2020 the stunting rate worldwide was 22% or as many as 149.2 million. In 2020, globally 149.2 million children under the age of 5 were stunted and 45.4 million were underweight. More than half of children affected by wasting live in South Asia and Asia as a whole is home to more than three-quarters of all children with severe wasting. In terms of targets, at the country level, the greatest progress is being made with almost two-thirds of countries seeing at least some progress (UNICEF et al., 2020).

Based on the publication of Basic Health Research (RISKESDAS) 2018, it is stated that the prevalence rate of stunting in Indonesia is the largest (37.2%), and data from the Indonesian Nutrition Status Survey (SSGI) in 2021 shows that the highest national rates for stunting distribution are found in East Nusa Tenggara (22.6%), West Nusa Tenggara (21.7%), West Sulawesi with a percentage of 19.3 (%) (Kementerian Kesehatan RI, 2018).

Stunting cases in South Sumatra Province based on the 2018 Indonesian Nutrition Status Survey of 31.7%, tended to decrease from year to year where in 2019 it was 28.98%, in 2020 it was 28.68% and in 2021 it was 24.80%. However, this figure is still far from the RPJMN target of 14% (Dinas Kesehatan Provinsi Sumatera Selatan, 2021).

Stunting prevention is very important to support Indonesia's golden generation. Monitoring children's health and development through the Integrated Posyandu program is very important for families with young children. Monitoring pregnant women, breastfeeding mothers, couples of childbearing age and observing the growth and development of babies and young children in the first 1,000 days of life is the goal of the post. Posyandu can be a forum for the community to pay attention to the health of children and their families. Monitoring the development of toddlers from the age of 0 to 23 months is routinely monitored with a card to help detect stunting in children by cadres/nutrition officers/midwives at the Posyandu. Through various posyandu programs that are held, including the provision of worm preventive drugs (POPM), diarrhea control, basic sanitation and nutritional improvement, it is hoped that it can prevent the risk of stunting (Kementerian Kesehatan RI, 2013).

The role of posyandu cadres includes socialization of health nutrition for pregnant women and parents of toddlers, monitoring the growth of babies under five every month at the posyandu to prevent stunting. Posyandu cadres manage posyandu voluntarily. Posyandu cadres are at the forefront of improving public health because they are considered to understand the characteristics of the people in their area. The role of posyandu cadres is very important in stunting prevention. The posyandu will run well if the posyandu cadres have good performance. According to Mangkunegara (2010), performance is the result of work both quality and quantity achieved by human resources



in carrying out their duties in accordance with their responsibilities given to him (Mangkunegara A.A.A.P, 2010).

According to Gibson in (Suwanto, 2010) stated that performance is influenced by individual, organizational and psychological variables. Individual variables consist of sub-variables of abilities and skills, background and demographics. Psychological variables consist of sub-variables of perception, attitude, learning, and motivation. Meanwhile, organizational variables consist of resources, leadership, rewards, structure and job design (Suwanto, 2010).

Aina Mardiyah, 2021 conducted a literature review with the title The relationship between motivation and the performance of posyandu cadres The results of the literature review show that Motivation is a process that occurs in a person that arises with feelings that encourage individuals to do something caused by someone's desires, needs, and goals. Motivation has an effect in improving the performance of posyandu cadres.(Mardhiyah et al., 2021) Irma Afifa, 2019 conducted a study entitled Cadre Performance in Stunting Prevention: The Role of Long Working as Cadres, Knowledge and Motivation The results of the study showed that the involvement of posyandu cadres is very important in efforts to handle stunting.(Afifa, 2019) Dhea Perdana Coenraad entitled The Influence Of Intrinsic And Extrinsic Motivation On The Performance Of Posyandu Cadres shows that the motivation of posyandu cadres is needed in achieving excellent cadre performance.(Coenraad et al., 2020) From the research that has been carried out, it has been shown that motivation has an effect on the performance of cadres

In Indonesia, there were 296,777 Posyandu in 2019, of which 188,855 or around 63.6% were active Posyandu (Ministry of Health of the Republic of Indonesia, 2020). Meanwhile, in 2020, there were 108 districts/cities (21.0%) with at least 80% of active Posyangdu reporting from 15 provinces in Indonesia. Active Posyandu is a Posiandu that is able to carry out its core activities (KIA, Pregnant women, postpartum mothers, Infants, Young Children, Family Planning, Vaccination, Nutrition, Prevention and Treatment of Diarrhea Diseases) routinely every month with a minimum reach of 50% and carry out additional activities (Kementrian Kesehatan RI, 2021).

The total number of posyandu in South Sumatra in 2020 is 6,236 which are divided into 132 (2.12%) primary posyandu, 1,322 (21.2%) intermediate posyandu, 4,105 (65.8%) purnama posyandu, and 674 (10.8%) independent posyandu. Of the total Posyandu in South Sumatra Province, only 4,779 (76.6%) Posyandu are active. Meanwhile, Palembang City, which consists of 41 health centers, has 929 posyandu in 2020. According to the stranya, it is divided into 65 (7.0%) primary posyandu, 238 (25.6%) intermediate posyandu, 467 (50.3%) purnama posyandu, and 159 (17.1%) independent posyandu. Of the total Posyandu in Palembang City, only 626 (67.4%) Posyandu are active (Dinas Kesehatan Provinsi Sumatera Selatan, 2021).

Lima Ilir Health Center is a health center with intermediate accreditation. Posyandu in the work area of the Lima Ilir Health Center consists of 9 (90.0%) intermediate posyandu and 1 (10.0%) independent posyandu (Palembang City Health Office, 2021). The number of cadres who are Posyandu administrators at the Lima Ilir Health Center is 55 people. However, not everyone actively participates in Posyandu activities. Inactivity affects the low participation of people who visit Posyandu to bring

babies and participate in Posyandu activities, which fails to reach 85% as the national target. Therefore, this study aims to find out the motivation of cadres which is further related to the performance of posyandu cadres in the work area of the Lima Ilir Health Center, Palembang City.

METHOD

The type and design of the sample in this study were cross sectional to find out the relationship between independent variables, namely motivation and dependence, namely cadre performance collected at the same time (Riyanto, 2019). The case population in this study was 53 cadres. Sampling is done using purposive sampling with saturated sampling, according to Sugiyono (2018:85) saturated sampling is a sampling technique when all members of the population are used as samples (Sugiyono, 2018). The inclusion criteria for this study include posyandu cadres of the Lima Ilir Health Center in Palembang City who are active in 2022, have been cadres for at least 1 year and are willing to be research respondents. The data collection tool for this research is a questionnaire. The questionnaire contains questions that aim to obtain information about the characteristics of cadres such as age and level of education, motivation and performance of posyandu cadres in stunting prevention. The validity test of the questionnaire was carried out on the cadres of the Sako Health Center in Palembang City. The statistical test used is Chi-Square. Research ethics are applied to respondents by paying attention to the principle of autonomy, (not imposing the will on the respondent), then the principle of beneficence provides things that are useful/beneficial to the respondent, then the principle of justice (fair to all), nonmaleficence (not doing things that harm the respondent), veracity (being honest in collecting data), the principle of fidelity (being responsible for the data that has been provided by the respondent), and finally the principle of confidential by not including names on the questionnaire and keeping it confidential. This research has passed the ethical review by the Health Research Ethics Commission, Faculty of Public Health, Sriwijaya University with Number: 281/UN9. FKM/TU. KKE/2022

RESULT

Based on the results of the survey of 53 respondents, the results of the respondent characteristics (age, education) are listed in table 1 as follows:

Table 1. Age and Education Characteristics of Respondents

Characteristics	Category	Frequency	Percentage(%)
Age	Early adulthood (18-30 years)	2	3.8
	Late adulthood (>30 years)	51	96.2
Education	Elementary School	4	7.5
	Junior High School	6	11.3
	Senior High School	36	67.9
	College	7	13.2



Table 1 shows that most of the respondents are late adults (>30 years old) as much as 96.2% and the education level of most respondents is high school as much as 36 (67.9%).

Table 2. Frequency Distribution Based on Motivation of Posyandu Cadres and Performance of Posyandu Cadre

Variable	Category	Frequency	Percentage (%)
Motivation of cadre	Less	25	47.2
	Good	28	52.8
Performance of cadre	Less	17	32.1
	Good	36	67.9

Table 2 shows that the motivation of posyandu cadres is mostly in the good category, namely 28 people (52.8%) and have good performance in the activities of the Posyandu for toddlers, namely 36 people (67.9%).

Meanwhile, the results of the research to test the relationship between motivation and performance of posyandu cadres of the Lima Ilir Health Center in Palembang City can be seen in the table below:

Tabel 3. The Relationship between Motivation and the Performance of Posyandu Cadres of the Lima Ilir Health Center, Palembang City

Motivation of Cadre	Performance of Cadre						P-value	PR (95% CI)
	Less		Good		Total			
	n	%	n	%	n	%		
Less	12	48.0	13	52.0	25	100.0	0.040	4.246 (1.222-14.752)
Good	5	17.9	23	82.1	28	100.0		

Table 3 shows that cadres with poor category motivation who have less performance are 48.0% more than cadres with good category motivation who have less performance as much as 17.9%. The results of the analysis of the chi square statistical test showed p-value = 0.040 (< 0.05) so that it can be concluded that there is a relationship between motivation and the performance of posyandu cadres of the Lima Ilir Health Center in Palembang City. The results of the study showed a PR of 4.246, which means that cadres who have good motivation have 4.246 times to have good performance.

DISCUSSION

The motivation of posyandu cadres is mostly in the good category, namely 28 people (52.8%), while the poor category is 25 people (47.2%). According to Bernard Berndoom and Gary A. Stainer, who quoted the opinion of Soedarmayanti (2001), motivation is a mental condition that encourages activity and provides energy that leads to the achievement of needs, satisfaction, or reducing imbalances. In addition, according to Terry (1997), motivation that comes from outside a person causes the person to do

work in accordance with the organization's goals, because there are stimuli from the outside that can be in the form of objects or non-objects.

The performance of an employee or workforce is influenced by motivation, ability, and perception factors. Motivation is an influential factor in the performance of an employee or workforce. Motivation is a condition that moves employees to achieve their work goals. Workers who have the motivation to achieve their personal goals, then they must improve their performance. The right motivation will encourage employees to do their best in carrying out their duties because they believe that with the success of the organization in achieving its goals and various objectives, the personal interests of the members of the organization will also be preserved. Motivation in an organization has a very broad purpose and purpose in order to develop the organization. (Latief et al., 2018)

According to Timpe (1993), the factors that affect a person's performance consist of internal factors and external factors. Internal factors are factors that are related to a person's characteristics, such as abilities, skills, attitudes, behaviors, and responsibilities. For example, a person's performance is good because of high ability and a person is a hardworking type. While a person has poor performance because the person has low abilities and the person does not try to improve his abilities. External factors are factors that affect the performance of posyandu cadres from the environment, such as the behavior, attitudes and actions of other posyandu cadres, or village heads, posyandu facilities and organizational climate. So the optimal performance of posyandu cadres is driven by the strong motivation of a cadre in carrying out the stunting prevention program in posyandu.

The duties of Posyandu cadres according to Ismawati (2010) are as follows: a) At the time before the opening of the Posyandu, it includes: preparatory tasks by cadres so that the Posyandu runs well, informing the public that tomorrow there will be Posyandu activities, and ensuring that health workers are present on the opening day of the Posyandu. b) On the opening day or also known as the service duties of five tables including: a) table 1, in charge of registering the names of babies or toddlers and pregnant women, b) table 2, which is in charge of weighing toddlers, recording results and moving to KMS, c) table 3, which is in charge of filling out KMS and recording weighing results on toddlers, d) table 4, namely tasked with providing counseling to every mother, e) table 5, health services such as immunization services, family planning services, treatment of giving blood-boosting pills (iron), vitamin A and other drugs. c) At the time after the opening day of the Posyandu, including: Moving records in the KMS and evaluating the results of activities and planning the Posyandu day for the next month.

The results of this study are in line with the research of Widiandari et al. (2022) where the results of the Chi Square test obtained a Chi Square value (Continuity Correction) of 18.752 with a p-value of 0.000. Because $p\text{-value} = 0.000 < \alpha (0.05)$, it was concluded that there was a significant relationship between motivation and the performance of posyandu cadres in the activities of posyandu toddlers. The results of the research on the relationship between motivation and performance show a close relationship. The lack of motivation of posyandu cadres where when motivation decreases, cadres will experience a decrease in performance or even disappear altogether, which will affect the scope of the implementation of the posyandu program. Providing sufficient motivation to posyandu cadres will affect the implementation of the responsibilities imposed on cadres.

This is by the research of Wijaya et al. which showed that there was a significant relationship between motivation variables and health cadre activities (OR=15.01;



p=0.018)(Wijaya & et al., 2013). The results of Desiana et al's research also showed a relationship between motivation (p=0.001) and cadre performance in Toddler Posyandu activities (Desiana et al., 2021).

This is in line with the results of research presented by the Ministry of Health, where motivation in general is related to efforts to achieve goals. The level of motivation of each individual in an organization must be different. Cadres as part of an organization, in this case, posyandu also have different levels of motivation between cadres and each other. This diversity can cause differences in behavior in an organization (Kementerian Kesehatan RI, 2011).

The low performance of posyandu cadres is likely due to the very low interest in becoming cadres because there are no more people who with their own desire to become cadres so that in recruiting cadres there is compulsion. Organizationally it is influenced by how well leaders empower their workers in the way that leaders reward workers and how they help improve their abilities.

CONCLUSION

Cadres are expected to increase motivation and performance because not all cadres have high motivation and good performance, and it is hoped that all cadres can also carry out their functions, namely by going directly to the house to listen to the community's complaints. And for the health center leaders, it is hoped that they can continue to encourage in various ways, so that all cadres can be motivated to maintain and improve their performance. Then for the leaders of the health center, they can provide training to cadres and can give awards for the achievement of the work that has been done.

RECOMMENDATION

Cadres are expected to increase motivation and performance with carry out their functions, namely by going directly to the house to listen to the community's complaints. And for the leaders of the health center to encourage cadres to maintain and improve their performance with training to cadres and give awards for the achievement of the work that has been done

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