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Research Article

Factors Influencing the Performance of Posyandu Cadres in Sukamanis Village Kadudampit Health Center Sukabumi District

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Abstract

Aims: The purpose of this study was to determine the factors that influence the performance of posyandu cadres in Sukamanis Village, Kadudampit Health Center Working Area, Sukabumi Regency.

Methods: Type of correlational research with a cross sectional approach. The population was posyandu cadres with a sample of 53 people using total sampling technique. Data collection techniques using questionnaires. The instrument has validity p-value <0.05 and reliability $r > 0.7$. Statistical analysis using logistic regression.

Results: The results showed that motivation ($p=0.004$), education ($p=0.004$), knowledge ($p=0.018$), and the role of health workers ($p=0.046$) affect the performance of posyandu cadres.

Conclusion: Motivation, education, knowledge, and the role of health workers have an influence on the performance of posyandu cadres. It is expected that health workers play an active role in encouraging the improvement of the performance of posyandu cadres.

Keywords:

Health workers, knowledge, Motivation, performance, posyandu cadres

INTRODUCTION

Health development in Indonesia is an integral part of national development, where the goal is to realize the president's vision and mission and the implementation of Nawa Cita, especially in enhancing the community's quality of life. The main focus of this health development includes the provision of holistic health services, covering aspects of promotive (prevention), preventive (early detection), curative (treatment), and rehabilitative (recovery) in an integrated and sustainable manner (1). One of the main pillars in the health care system in Indonesia is the Integrated Service Post (Posyandu). Posyandu plays a

central role in dealing with various public health problems, especially in improving the health status of mothers and children and providing basic health services at the community level (2). According to data from the Indonesian Ministry of Health in 2021, there are 296,777 Posyandu in Indonesia, which are grouped according to their respective activity strata, with a total number of cadres reaching 569,477 people (3)

Posyandu is an implementation of the concept of Community-Sourced Health Efforts (UKBM), which is managed in a participatory manner by the community to empower itself in dealing with basic health

problems (4). The programs offered by Posyandu cover various aspects of health, Areas such as maternal and child health, family planning, nutrition, immunization, and diarrhea management (5). The importance of Posyandu is also evident from the role of Posyandu cadres who are community volunteers trained to provide basic health services and empower communities in managing these health programs (6). The success of Posyandu as an institution that provides community health services is directly correlated to the contributions made by its cadres. The provision of health information to the community, the monitoring of children's growth and development, and the organization of monthly Posyandu events are all responsibilities that fall under their purview. On the other hand, the success of Posyandu cadres is determined by a number of different elements, including their level of motivation, education, and knowledge, as well as the participation of nurses and other medical personnel (7).

Motivation is the drive from within a person to perform an action or work. In the context of Posyandu cadres, high motivation will encourage them to be active in providing health services to the community, such as health counseling and promotion of healthy living behavior (8). This motivation also plays a role in maintaining cadre participation in Posyandu activities, which is a key factor in the smoothness and success of organized health programs. In addition to motivation, education level also affects the performance of Posyandu cadres. Cadres with higher formal education tend to have better knowledge of health program management and a deeper understanding of

public health issues (9). Education also improves cadres' ability to communicate and provide accurate information to the community, which in turn can increase community trust in the services provided.

Another factor is knowledge. Good knowledge tends to improve performance. Posyandu cadres who have good knowledge will have more confidence than cadres with less knowledge, so they are expected to provide good services during posyandu activities (10). Furthermore, the role of health workers is also a significant factor in determining the quality and sustainability of Posyandu cadres' performance. Health workers act as mentors and facilitators for Posyandu cadres in managing Posyandu daily activities, including in organizing health programs and in providing training to improve cadre skills (11). The purpose of this study was to determine the factors that influence the performance of Posyandu cadres in Sukamanis Village, Kadudampit Health Center Working Area, Sukabumi Regency.

METHODS

This study employed a cross-sectional strategy and relied on correlation. All 53 participants were posyandu cadres from Sukamanis Village in the UPTD Puskesmas Kadudampit operating region in Sukabumi Regency. We employed a complete sampling strategy for our sample. Surveys were used to gather information. Univariate approaches, including frequency distribution and percentage calculation for each category, were used in the analysis. In multivariate analysis, logistic regression was used, but in bivariate analysis, the chi-square test was used.

RESULTS

Overview of Respondent Characteristics

Table 1. Overview of Respondent Characteristics Overview of Respondent Characteristics

No	Respondent Characteristics	F	%
1	Age (years)		
	≥40	22	41,5
	<40	31	58,5
2	Gender		
	Female	53	100
	Male	0	0
3	Education		
	Low	3	5,7
	High	50	94,3
4	Work		
	Employed	4	7,5
	Not Working	49	92,5
5	Length of time as a cadre (years)		
	≥7	24	45,3
	<7	29	54,7

Table 1 shows that most of the characteristics of respondents were < 40 years old, namely 31 people (58.5%), female gender, namely 53 people (100%), high education, 50 people (94.3), unemployed status, namely 49 people (92.5), long time as a cadre < 7 years, namely 29 people (54.7%).

Univariate Analysis

Tabel 2. Univariate Analysis

Variables	F	%
Motivation		
Low	3	5,7
High	50	94,3
Education		
Low	3	5,7
High	50	94,3
Knowledge		
Less	4	7,5
Good	49	92,5
Health worker role		
Less	5	9,4
Good	58	90,6
Performance of Posyandu Cadres		
Less	4	7,5
Good	49	92,5

Table 2 shows that most of the respondents had high motivation as many as 50 people (94.3%), high education as many as 50 people (94.3%), had good knowledge as many as 49 people (92.5), the role of good health workers as many as 58 people (90.6%), and good posyandu cadre performance as many as 49 people (92.5%).

Bivariate Analysis

Table 3. Effect of Motivation on the Performance of Posyandu Cadres

Motivation	Performance of Posyandu Cadres				Total	%	P-Value	OR
	Less	%	Good	%				
Low	2	66,7	1	33,3	3	100	0,000	25,260
High	2	4,0	48	96,0	50	100		
Total	4	7,5	49	92,5	53	100		

Based on the Chi-Square statistical test results, a p-value of 0.000 (p-value <0.05) indicates that motivation significantly influences the performance of Posyandu cadres with OR = 25.260 indicating that respondents with high motivation will have good performance by 25.260 times compared to those with low motivation.

Table 4. Effect of Education on the Performance of Posyandu Cadres

Education	Performance of Posyandu Cadres				Total	%	P-Value	OR
	Less	%	Good	%				
Low	2	50,0	2	50,0	4	100	0,004	4,62
High	2	4,1	47	95,9	49	100		
Total	4	7,5	49	92,5	53	100		

Based on the Chi-Square statistical test results, a p-value of 0.004 (p-value <0.05) indicates that education significantly impacts the performance of Posyandu cadres with OR = 4.62 indicating that respondents with high education will have good performance by 4.62 times compared to those with low education.

Table 5. Effect of Knowledge on the Performance of Posyandu Cadres

Knowledge	Performance of Posyandu Cadres				Total	%	P-Value	OR
	Less	%	Good	%				
Less	2	50,0	2	50,0	4	100	0,018	6,348
Good	2	4,1	47	95,9	49	100		
Total	4	7,5	49	92,5	53	100		

Based on the Chi-Square statistical test results, a p-value of 0.018 (p-value <0.05) indicates that knowledge has an impact on the performance of Posyandu cadres with OR = 6.348 indicating that respondents with good knowledge will have good performance by 6.348 times compared to those with less knowledge.

Table . Effect of the Role of Health Workers on the Performance of Posyandu Cadres

Role of Health Workers	Performance of Posyandu Cadres				Total	%	P-Value	OR
	Less	%	Good	%				
High	2	40,0	3	60,0	5	100	0,046	2,65
Low	2	4,2	46	95,8	48	100		
Total	4	7,5	49	92,5	53	100		

Based on the Chi-Square statistical test results, a p-value of 0.046 (p-value <0.05) indicates that the role of health workers significantly influences the performance of Posyandu cadres with OR = 2.65 indicating that respondents with a good role will have good performance by 2.65 times compared to those with a lesser role.

Multivariate Analysis

Table 7. Multivariate Analysis

Variables	B	P Value	OR
Motivation	3,956	0,021	8,140
Education	1,956	0,041	2,260
Knowledge	0,299	0,046	1,348
Health worker role	0,409	0,026	0,665
Constant	3,939	0,067	0,019

R Square = 0,527

Table 7 shows the R Square value of 0.527, meaning that motivation, education, knowledge, and the role of health workers simultaneously contribute 52.7% influence on the performance of Posyandu cadres, the remaining 47.3% is influenced by other factors not studied. Logistic regression multivariate analysis found that there is a more dominant motivation variable affecting the performance of Posyandu cadres with OR = 8.140.

DISCUSSION

The Effect of Motivation on the Performance of Posyandu Cadres

The results showed that there was an influence of motivation on the performance of Posyandu cadres. This is also in line with Desiana that motivation affects the performance of Posyandu cadres. Performance refers to the degree of task execution that an individual, unit, or division can attain by utilizing their capabilities and adhering to predetermined limits to achieve organizational or corporate objectives. The performance of cadres is a support in Posyandu activities, where the presence of cadres at each Posyandu activity is very helpful because it can provide health services and counseling to improve the health of mothers and children (12).

High motivation can increase the activeness of cadres better which also affects the quality of their performance compared to cadres who have low motivation. The existence of a high social spirit forms a motivated level to inspire, anticipate,

activate, stimulate move and motivate people to live healthier lives. The altruistic spirit in levels to be able to empower themselves for mutual benefit is one of the impulses for motivation that shapes cadres to work optimally (13).

Motivation is the willingness of cadres to provide services based on self-awareness, because cadres are the drivers of Posyandu, the life of Posyandu depends on the activeness of cadres (7). Motivation that comes from within a person has a big influence so that later it will be used as a person's performance in providing services such as in Posyandu carried out by a cadre.

Motivation plays a role in performance, with high motivation eating indirectly will also improve performance. Motivation is an important factor for someone who wants to stay in a career and develop their career, even to achieve a higher career level. Without motivation, achieving high work performance is impossible. It can be concluded that the higher the motivation, the better the resulting performance. Posyandu cadres who have high motivation will be able to carry out their duties efficiently and effectively, which ultimately has an impact on satisfactory performance (14).

Effect of Education on the Performance of Posyandu Cadres

The results showed that there was an effect of education on the performance of Posyandu cadres. This is in line with Oruh's research (2021) which states that education affects the performance of cadres. One of the factors that influence the performance

of posyandu cadres is education. Education encompasses all learning and knowledge acquired throughout life, in various places and situations, that positively impact an individual's development. It is a continuous process that occurs at every moment, influenced by the surrounding environment. According to Irianty, that cadres who have a high level of education will help cadres in obtaining and digesting information to then assist in analyzing conditions and health services for the community. Cadres with higher education are likely to improve their performance well compared to cadres with lower education because they have better knowledge and information, as higher education facilitates easier reception of information (15–17).

With the increase in a person's level of education, there will also be increased knowledge, skills, proficiency and dexterity in his work service in the company / agency. Thus, the higher a person's level of education will be able to increase work ability and can affect the improvement of the performance of posyandu cadres (18).

The Effect of Knowledge on the Performance of Posyandu Cadres

The results demonstrated that knowledge significantly impacted the performance of Posyandu cadres. This finding corresponds with the research conducted by Hasanudin that there is a significant influence between knowledge and the active performance of Posyandu cadres. According to the Big Indonesian Dictionary (KBBI), knowledge is everything that is known, including intelligence or everything that is known regarding subjects. Knowledge is everything that is known obtained from the interaction of the five senses with certain objects. Knowledge basically comes from the process of seeing, hearing, feeling, and thinking which becomes the basis for humans in their behavior and actions (19,20)

Beyond being retained in the mind and heart of each individual, the knowledge

acquired by humans can also be preserved through various means, allowing it to be transmitted and expanded from one generation to the next. The knowledge possessed by cadres is reflected in everyday life, especially the activeness of cadres in mobilizing the community. Therefore, knowledge about Posyandu is very important, especially understanding related to the performance of Posyandu.

Adliana states that the higher the level of knowledge of cadres, the better the performance of these cadres. The high level of cadre knowledge makes cadre performance good and it influences the implementation of the Posyandu program. Improved knowledge among cadres leads to better performance in executing Posyandu activities. This aligns with Notoatmodjo's opinion that knowledge is a crucial factor in shaping individual actions (21).

The influence of the role of health workers on the performance of Posyandu cadres

The findings indicated a relationship between the involvement of health workers and the performance of Posyandu cadres. This study corroborates the research by Iryadi & Syamsiah, which highlights a significant influence of health workers' roles on and cadre participation in Posyandu activities (22).

Health workers have a role in influencing the performance of cadres. Health workers can provide support in the form of complete facilities needed to support cadre activities. In addition, health workers can provide regular training to improve the performance of cadres. Health workers who play a good role in public health activities and perform their role as motivators will encourage role models as well as role models for the posyandu health cadres to take part in actively participating in improving public health status (23).

Each health cadre in order to carry out its role optimally must be equipped in advance using knowledge about health issues that are of concern to them and the skills to

become health worker assistants through cadre development activities carried out by the regional health office. Health workers in addition to being a motivator for cadres also act as educators and trainers in providing supplies to posyandu cadres in helping run posyandu programs in the community. So that the performance of Posyandu cadres in running the Posyandu program will increase, including the provision of health education and treatment provided to the community in accordance with the provisions they have received from health workers. The better the role of health workers in encouraging the performance of posyandu cadres, the more the performance level of posyandu cadres will increase, so that it will make the posyandu program run smoothly and effectively (23).

Simultaneous Effect of Motivation, Education, Knowledge, and the Role of Health Workers on the Performance of Posyandu Cadres

Based on the results of the study showed that simultaneously motivation, education, knowledge, and the role of health workers contributed to influencing the performance of cadres. This is bolstered by motivation, as Posyandu cadres possess an intrinsic drive, willingness, and awareness to provide services (7,24). A higher level of education enables individuals or communities to more easily absorb information and incorporate it into their daily behaviors and lifestyles, particularly regarding health (17). In addition, the knowledge possessed by Posyandu cadres will determine and make cadre performance good and have an impact on the implementation of the Posyandu program. Because behavior rooted in knowledge tends to be more enduring and sustainable compared to behavior that lacks a foundation in knowledge. Then the role of good health workers will help cadres in providing technical guidance when performing health services at Posyandu. All these factors are possible to support each other to influence the performance of posyandu cadres.

CONCLUSION

There is a simultaneous influence of motivation, education, knowledge, and the role of health workers on the performance of Posyandu cadres in Sukamanis Village, working area of UPTD Puskesmas Kadudampit, Sukabumi Regency. Motivation is the most dominant variable affecting the performance of Posyandu cadres with an OR value = 8.140, meaning that respondents with high motivation will have good performance by 8.140 greater than Posyandu cadres with low motivation. It is expected that health workers play an active role to encourage the improvement of the performance of Posyandu cadres.

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