



Literature Review: Empowerment of Posyandu Cadres in Efforts to Accelerate Stunting Reduction

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Abstract. Community empowerment is a process for people to gain greater control over the decisions and actions that affect their health. Within the posyandu framework, empowering posyandu cadres is an important part of efforts to reduce *Stunting*. This is because posyandu cadres are the frontline in efforts to reduce *Stunting*. Moreover, it is part of the community in the posyandu environment. By being part of the community, it is hoped that the cadres will encourage pregnant women, mothers of toddlers, and breastfeeding mothers to attend the posyandu to help reduce *Stunting* rates. The purpose of this research is to analyze the empowerment of posyandu cadres in efforts to accelerate the reduction of *Stunting*. The method used in this research is a literature review of three databases: Google Scholar, PubMed, and ScienceDirect. This research is based on 1,875 articles and studies published between 2016 and 2025. Of the eight articles used in this literature review, all showed a significant relationship to the empowerment of posyandu cadres and the acceleration of the reduction of *Stunting*. For future researchers, longitudinal studies with larger samples and rigorous statistical analysis (e.g., regression analyses of the parenting-*Stunting* relationship) can be conducted to measure long-term impacts. Add control variables, such as economic status or environmental factors.

Keywords: cadres, empowerment, posyandu.

1 Introduction

Empowerment is a process through which people gain greater control over decisions and actions that affect their health. In the context of the posyandu, empowering posyandu cadres is a crucial part of *Stunting* reduction efforts. This is because posyandu cadres are at the forefront of efforts to reduce *Stunting* and are part of the community within that posyandu. By being part of the community, it is hoped that the cadres will encourage pregnant women, mothers of toddlers, and breastfeeding mothers to visit the posyandu to help reduce *Stunting* rates.

According to data from the World Health Organization (WHO), it has been stated that as many as 150 million children suffer from *Stunting*, meaning that globally, 22.2% of children are affected by *Stunting*. The largest share of this figure is in Asia, particularly Southeast Asia. In Southeast Asia, it is reported that 25.7% of children experience *Stunting*, the second highest after South Asia in the Asian continent.

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In Indonesia, Stunting is still a main priority. Based on the results of the Indonesian Nutrition Status Survey (SSGI), the prevalence of Stunting in Indonesia decreased from 24.4% in 2021 to 21.6% in 2022, and as of August 2023, the Stunting rate rose again to 22.6%.

Posyandu is one form of Community-Based Health Effort (UKBM) managed and carried out together with the community. In its implementation, posyandu activities are conducted by cadres. These namely local community members voluntarily assist midwives and doctors from the local health center in monitoring the health of mothers and toddlers. Posyandu has several program activities, one of which is the prevention and handling of Stunting in toddlers. Empowering posyandu cadres to reduce Stunting is an activity aimed at equipping them to be capable and effective in reducing Stunting, thereby lowering the Stunting rate.

Data from the Pringsewu Regency Health Office shows that there are 403 posyandu (integrated health service posts) spread across nine sub-districts, and that 3,842 posyandu cadres are employed. However, around 2,347 cadres are not actively involved in socializing information about Stunting to mothers of toddlers and pregnant women. In terms of prevalence, this means that around 61.1% of cadres do not conduct socialization.

In the study by Nailufar and Subuh (2024), titled "Empowering Posyandu Cadres To Reduce Stunting Rates In Seruyan Regency In 2023," the research shows that the empowerment of Posyandu cadres in reducing Stunting rates in Seruyan Regency is because the guidance of cadres in Posyandu activities is not always accompanied by nutrition officers from the community health center, and cadres still have a limited understanding of Posyandu activities because they focus only on one activity when serving mothers with toddlers who come to the Posyandu.

2 Method

The design used in this research is a literature review. A literature review is an exploration and study of literature by reading and examining various journals, books, and other published manuscripts related to the research topic to produce a piece of writing on a specific topic or issue (Marzali, 2016).

This literature review uses SPIDER, which, according to Methley (2014), can be used for qualitative research as well as other methods or a combination of both. SPIDER stands for Sample, Phenomenon of Interest, Design, Evaluation, and Research type.

The SPIDER used by the researchers includes the Sample (S) category, which consists of posyandu cadres who have worked for at least 1 year, the Phenomenon of Interest (PI) which is the effort to reduce Stunting, the Design (D) which is a questionnaire, the Evaluation (E) which is the empowerment of posyandu cadres, and the Research type (R), which is quantitative and qualitative research conducted during the period from 2018 to 2025.

The keywords used are "cadres", "empowerment", and "posyandu". The selected articles are those that meet the criteria and the publication time limit of a maximum of 10 years (2016-2025), written in Indonesian and English, and are original articles (research

articles). The research subjects in the articles are posyandu cadres, and the articles are in full text. Research articles were searched online via open-access platforms such as *Google Scholar, PubMed, and ScienceDirect*.

In this study, researchers established several criteria. The inclusion criteria were that the journals were published between 2016 and 2025, had a Sinta and/or Scopus reputation, and discussed the empowerment of integrated health post (Posyandu) cadres and stunting reduction efforts. The exclusion criteria were that the journals did not have a Sinta reputation, and that they discussed too many interventions and factors.

This research is a literature review of several journals. The applications used in this review were Google Scholar, PubMed, and Science Direct. Based on these three applications, Google Scholar obtained 625 journals, PubMed 705 journals, and Science Direct 545 journals. Of these 1.875 journals, the researchers identified eight journals that met the desired criteria.

3 Research Results

After searching for scientific articles in Google Scholar, PubMed, and ScienceDirect, 8 articles met the inclusion criteria out of 1.875 articles reviewed, and all studies published between 2016 and 2025 showed a significant relationship between the empowerment of posyandu cadres and efforts to accelerate Stunting reduction.

As in the research by Hayati et al., this study aims to analyze the effectiveness of Posyandu Cadre Empowerment through Village Funds in Karang Indah Village, Angsana District, Tanah Bumbu Regency. This study is qualitative research. Data were collected through interviews, observations, and documentation. The research results show that the effectiveness of cadre empowerment in the Posyandu program through village funds that have been implemented has not been carried out well because the role of the cadre does not align with their responsibilities as Posyandu cadres, some Posyandu cadres are less disciplined in carrying out their duties, including cadres who are less active, and also due to the insufficient number of cadres in the implementation of the Posyandu program conducted at Posyandu.

Saputri et al.'s research. This study aims to determine the effect of implementing the Information-Motivation-Behavioral Skills Model on the performance of Posyandu cadres. Conclusion: The Information-Motivation-Behavioral Skills Model can be used to predict the work performance of integrated Posyandu cadres. Behavioral skills, information, and motivation positively and significantly influence performance.

These journals discuss in more depth how empowering posyandu cadres is one of the efforts to accelerate the reduction of Stunting. Empowerment is an activity that involves the community and its participation. The focus of empowerment activities is on prioritizing activities by, from, and for the community.

The journal review in this analysis focuses on how existing journals can be compared and key points identified, especially in activities to empower posyandu cadres in efforts to prevent and reduce Stunting rates. The tabulation of the journal summary is presented below.

Table 1. Characteristics of the Analyzed Article

Author's Name	Years	Research Objective	Participants	Design And Data Collection Methods	Findings	Implication
Yuyun Nailufar & Subuh	2024	Analyzing the empowerment of posyandu cadres in reducing <i>Stunting</i> .	27 informants (head of the community health center, nutrition officers, health promotion officers, cadres, mothers of toddlers)	Qualitative: observation, interviews, documentation, purposive sampling	Cadres lack guidance from nutrition officers; understanding is not yet optimal.	Consistent support and capacity building for cadres are needed.
Koka et al.	2022	Empowering cadres in early detection and prevention of <i>Stunting</i> .	12 posyandu cadres & community members	Empowerment program: training, pre-post tests, mentoring	The skills of the cadres have improved, particularly in measuring and using the KMS Bubble.	Empowerment programs effectively enhance cadres' competence.
Diani F. Putri, Eti P. Pamungkasari, Bhisma Murti	2024	Analyzing the influence of the IMB model on child development.	200 mothers with toddlers (25 integrated health posts)	Cross-sectional; questionnaire; stratified random sampling; path analysis	Parenting behavior, information, motivation, and skills are significant to child development.	The IMB model can be used to enhance child development.
Astutik et al.	2025	Enhancing cadre understanding through behavior change-based training.	Mulyoagung posyandu cadres	PKM Program: workshop, pre-post test, mentoring, monitoring and evaluation	Training enhances understanding, active participation, and the ability to design programs.	Behavior change-based training is practical and can be replicated.
Agus Jalpi et al.	2020	Improving the nutritional status of toddlers through	Housewives with toddlers who have poor nutritional status and	Through advocacy, baseline data, cadre empowerment (theoretical training,	The average weight of toddlers before the intervention	The community service program successfully improved toddlers' nutritional status by

Author's Name	Years	Research Objective	Participants	Design And Data Collection Methods	Findings	Implication
		the empowerment of posyandu cadres and mothers of toddlers to prevent <i>Stunting</i> .	28 posyandu cadres (20 mothers of toddlers and eight posyandu cadres)	demonstration practice, formation of nutrition care groups), mentoring, training for mothers of toddlers, monitoring, and evaluation. Data collection is conducted through interviews, toddler weighing, and observation of participation in activities.	was 12.37 kg; after the intervention, it increased to 13.23 kg (an increase of 0.86 kg), which is theoretically significant (minimum 1 kg per month). The activities ran smoothly with high participation (95% attendance), and there was an increase in knowledge and skills of the health volunteers and mothers of toddlers in food preparation (such as chicken vegetable soup).	empowering posyandu cadres and toddlers' mothers; continuous periodic activities are needed to maintain and enhance the community's capabilities, as well as ongoing collaboration among cadres, mothers of toddlers, and health center personnel for long-term <i>Stunting</i> prevention.
Uliyatul Laili & Ratna Ariesta	2019	Increasing public knowledge and participation in preventing <i>Stunting</i> .	35 respondents of mothers with toddlers in RW 2 Wonokromo	Pretest-posttest; counseling; anthropometry.	Knowledge increased from 40% to 77.1%.	Community empowerment effectively increases understanding of <i>Stunting</i> .
Ketut Suarayasa et al.	2024	Analyzing the role of posyandu cadres in the prevention and early detection of <i>Stunting</i> .	Posyandu cadres	PKM: training, mentoring, discussion.	The cadre understands <i>Stunting</i> prevention after the training.	Empowering cadres improves the quality of posyandu services.
Ika Sumiyarsi Sukamto et al.	2023	Improving the understanding of cadres and healthcare workers regarding the Siganting application.	Five nutrition officers, five midwives, ten volunteers	Lectures, discussions, pretests-posttests.	Participant understanding increased from 76.4% to 100%.	The Siganting program effectively improves understanding of <i>Stunting</i> prevention.

4 Discussion

This discussion is based on eight journals listed in the previous summary Table. These journals focus on child health, Stunting prevention, community empowerment, and parenting patterns. The journals include (Nailufar, 2024), (Koka, E.M., et. al, 2022), (Putri et al., 2024), (Astuti, S., et al, 2016), (Jalpi, A. et. al, 2020), (Laili, U., et. al, 2019), (Suarayasa, 2024), dan (Sukamto et al., 2021). The analysis will cover the main findings, comparisons between journals, strengths and weaknesses, implications, and recommendations for further Development in the context of public health in Indonesia.

The main analysis results discussed here focus on Parenting Styles and Child Development. As found in the journal by Nailufar et.al (2024), it emphasizes that good parental parenting styles contribute positively to child Development, while poor parenting can hinder it. Putri et al. (2013) reinforced this by demonstrating a significant association between parenting styles and the risk of Stunting among children aged 6-23 months in coastal areas. Next, journals that focus on Local Food Empowerment and Nutrition, such as those Agus Jalpi et al. (2020), highlight the effectiveness of local food empowerment through food processing training in improving child growth and preventing Stunting. Agus Jalpi et al. reported an increase in toddlers' weight from 12.37 kg to 13.23 kg, with a high participation rate (95%).

The next focus discusses the role of Posyandu Cadres and Education: namely, in the journals Agus Jalpi et al. (2020), which show an increase in cadre activity through training and promotional media, reducing cases of preeclampsia and Stunting. Jalpi (2020) focus on educating students about healthy snacks and improving knowledge of nutritional choices. Thus, it can be concluded that all the journals emphasize community-based interventions for child health, with positive outcomes such as increased knowledge, skills, and nutritional status.

The author can present a comparison of several journals that can be grouped based on several discussion focuses, such as in the comparison between Parenting Pattern Journals (Nailufar (2024); Putri (2024): Both journals consistently emphasize parenting patterns as a risk factor for Stunting, but Nailufar is more specific in the coastal context with observational data, while Putri is more general about child Development. Nailufar provides stronger empirical evidence for preventive interventions.

Next, the author will discuss the comparison of the Empowerment Journals Jalpi A. et al. 2020): Agus Jalpi integrates this with practical nutrition interventions. All shows show high participation, but Agus Jalpi is more comprehensive in evaluating physical impacts. Thus, overall, these journals complement each other, from risk factors (parenting patterns) to preventive interventions (empowerment and education), supporting the literature's trend that participatory approaches are more effective than purely observational ones.

These journals have their own strengths and weaknesses. If we discuss them further, several strengths and weaknesses of these journals can be identified. The strengths found in these journals include: In the journals by Agus Jalpi., he use a participatory community service design. This can enhance local relevance and high participation, with mixed methods (interviews, observations, weighing) for comprehensive data.

The next strength is the focus on practical interventions (training, demonstrations) that directly impact community behavior, such as increasing cadres' knowledge and community nutrition skills. Additionally, another strength can be inferred from the journals by Nailufar dan Putri, which demonstrate the consistency of their findings with the public health literature, such as the relationship between parenting patterns and Stunting.

Regarding the weaknesses identified in the analysis and journal summaries, for instance, the journal by Agus Jalpi et al. respondents a small sample size of only 28 respondents, which limits generalizability to the national level. Then, some journals lacked formal statistical analysis (such as significance tests), relying only on theoretical or descriptive comparisons. In addition, the journal article by Agus Jalpi et al. lacked long-term follow-up data to assess sustainability. Lastly, in the journal by Abu et al. (2010), the lack of specificity in its methods and participants makes it more theoretical than empirical. Despite the strengths and weaknesses in these journals, they can complement each other, thus providing knowledge and input for future researchers.

5 Conclusion and Suggestions

Overall, the journals indicate that empowering posyandu cadres can significantly reduce Stunting rates. These journals can be replicated for child health programs in Indonesia, such as integrating cadre training with the national Stunting policy (Ministry of Health of the Republic of Indonesia). This strengthens the role of posyandus as centers of prevention, reduces the burden on community health centers, and raises nutritional awareness in coastal and urban areas. Furthermore, it improves health Equity by empowering vulnerable groups (mothers with young children, cadres), which can reduce disparities in poor areas and contribute to the Sustainable Development Goals (SDGs) related to child health.

Future researchers can identify factors that encourage cadres to play a more active role in efforts to reduce Stunting rates. Also, conduct longitudinal studies with larger samples and rigorous statistical analyses (e.g., regression analyses of the relationship between parenting patterns and Stunting) to measure long-term impacts. Add control variables, such as economic status or environmental factors. For village officials, increase support in cadre empowerment efforts.

In practice, these findings can be integrated into national programs with periodic government support, such as digital training modules for wider accessibility. University-government collaboration for routine evaluations ensures sustainability. It can also enhance research across diverse areas (coastal vs. urban) to support generalization, and focus on holistic interventions that combine parenting, nutrition, and education.

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