

# Factors Related to the Performance of Cadre in the Implementation of Toddler Posyandu at the Working Area of Puskesmas Sulau in South Bengkulu Regency

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**ABSTRACT:** *Posyandu is one form of community-based health efforts managed and organized from, by, for and with the community. In South Bengkulu District the lowest number of children under five visited Posyandu at Sulau Health Center. The purpose of this study was to analyze the factors related to the performance of cadres in the implementation of Posyandu in the Sulau Health Center Work Area. This study uses analytic design with a cross-sectional design. The sample in this study was total sampling with all cadres of Posyandu totaling 65 cadres. Independent variables are age, education, years of service, attitude and motivation while the dependent variable is the performance of Posyandu. The result of this research showed most of Kader aged >35 years (50,8%), level of secondary education (67,7%), working period more than three years (63%), with less attitude (50,8%), good motivation (53%) and also the best performance (55,4%). Test correlation got results the relationship between age with performance ( $p=0,004$ ), the relationship between education with performance ( $p=0,011$ ), the relationship between working period with performance ( $p=0,000$ ), there are relationship between attitude and performance ( $p=0,000$ ) and also the relationship between motivation and performance ( $p=0,000$ ). Logistic regression test result variable the most influence is motivation with value  $p=0,045$  and (OR) is 4,563. There is a relationship between age, education, years of service, attitudes, and motivation with the performance of Posyandu cadres in implementing Posyandu for toddlers and the most influential factor is motivation.*

**Key Words:** *Performance of Posyandu Cadres, Age, Education, Working Period, Attitude and Motivation*

## I. INTRODUCTION

Integrated health services are a form of health service integration that is carried out in a Puskesmas working area. The place for the implementation of integrated program services in the hamlet hall, village hall, RW and so on is called Pos pelayanan Terpadu (Posyandu). Health services carried out at Posyandu are monitoring the growth and development of children under five years old, maternal and child health services such as immunization for disease prevention, diarrhea prevention, family planning services, counseling and counseling/referral counseling if needed [1].

The results of Riskesdas in 2013 say that the frequency of visits by toddlers to Posyandu decreases with increasing age of children. The percentage of children under five who attend Posyandu with complete neonatal visits is 39.3%, the low number of mothers who do not weigh their babies to the Posyandu can cause under-growth in the growth and development of children at risk of deteriorating their nutritional condition and experience growth disruption [2].

The success of Posyandu cannot be separated from the hard work of cadres who voluntarily manage Posyandu in their respective regions. Cadres are members of the community who are selected to deal with health problems, both individuals and communities, and to work in very close relationships with basic health services. The coverage of the activeness of the performance of Posyandu cadres nationwide until 2010 has only reached 78% of the target of 80% and in 2011 reached a range of programs or community participation, ranging from the lowest of 10% to the highest of 80% [3].

According to Gibson, there are three factors that influence performance, namely individual factors (ability, education, knowledge, work experience /employment, income, age, gender), psychological factors (perception, role, attitude and motivation), organizational factors (organizational structure, job design, leadership and reward systems [4].

Based on Bengkulu Province Health Office Profile data in 2017, the number of Posyandu in Bengkulu Province was recorded at 2007 Posyandu, with the number of toddlers visiting Posyandu as many as 153,891 toddlers and weighing 103,347 toddlers. Meanwhile, in South Bengkulu Regency, 191 Posyandus have some cadres trained by 955 cadres. The number of visits by toddlers to the Posyandu in South Bengkulu Regency in 2017 was 7,089 toddlers and those weighed were 5,890 toddlers [5].

The lowest toddler visits to Posyandu is in South Bengkulu District, Sulau Health Center. The number of toddler visits to the Posyandu in Sulau Health Center in 2015 was 344 toddlers, weighing 183 toddlers (53.20%) with a Regency target of 76.74%, in 2016 as many as 368 toddlers, weighing 266 toddlers (72.16%) of District target is 79.2% and in 2017 there are 372 toddlers, weighing 273 toddlers (73.38%) of the target district of 80% [5].

This research was conducted in the working area of Sulau Health Center South Bengkulu Regency. This study

aims to determine the factors related to the performance of cadres in the implementation of Posyandu toddlers in the working area of Sulau Health Center South Bengkulu Regency.

**II. METHODS**

This study uses analytic design with a cross-sectional design. Primary data was obtained by filling in questionnaires and checklists about the working period, attitude, motivation and cadre performance in the implementation of the Posyandu Toddler. Secondary data was obtained by looking at reports of visits by Toddler Posyandu in the working area of Sulau Health Center, South Bengkulu Regency. The independent variables in this study are age, education, years of service, attitude and motivation, while the dependent variable is the performance of cadres towards the implementation of Posyandu for toddlers. The population used in this study was all cadres of Toddler Posyandu in the Working Area of Sulau Health Center South Bengkulu Regency totaling 65 people, the sample was taken using total sampling.

**III. RESULT**

TABLE 1. FREQUENCY DISTRIBUTION OF AGE, EDUCATION, WORKING PERIOD, ATTITUDE, MOTIVATION TO CADRE PERFORMANCE

Variabel	Frequency (n=65)	Percentage (100%)
<b>Age:</b>		
- 20-35 years		
-> 35 years	32	49,2
	33	50,8
<b>Education:</b>		
- Low		
- Medium	17	26,2
- Height	44	67,7
	4	6,2
<b>Years of service:</b>		
- Only 3 years		
- Duration> 3 years	24	36,9
	41	63,1
<b>Attitude:</b>		
- Less		
- Good	33	50,8
	32	49,2
<b>Motivation:</b>		
-Less	30	46,2
- Good	35	53,8
<b>Performance:</b>		
- Less		
- Good	29	44,6

36	55,4
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Table I showed the Cadres have a medium education, duration >3 years as a Cadres with good motivation and performance.

TABLE II. RELATIONSHIP BETWEEN FACTOR ASSOCIATED OF CADRE PERFORMANCE

Factors	Performance Cadre Posyandu				Value P	OR CI	
	Less		Good				
	n	%	n	%			
Age	20-35 Year	20	62,5	12	37,5	0,004	4,444
	>35 Year	9	27,3	24	72,7		
Education	Low	4	23,5	13	76,5	0,011	-
	Medium	25	56,8	19	43,2		
	Hight	0	0	4	100		
Years of Service	Recent ≤3 Year	18	75	6	25	0,000	8,182
	Old >3 Year	11	26,8	30	73,2		
Attitude	Less	23	69,7	10	30,3	0,000	9,967
	Good	6	18,8	26	81,2		
Motivation	Less	22	73,3	8	26,7	0,000	11
	Good	7	20	28	80		

Table II showed cadres aged> 35 years (72.7%) had good performance where the value of p = 0.004 <α = 0.05. In this study, p = 0.011 <α = 0.05 means that there is a meaningful relationship between education and the performance of Posyandu cadres. p = 0,000 was greater than (p <0.05) statistically showed that there was a significant relationship between working period and cadre performance in the implementation of Posyandu for toddlers. The attitude of cadres and cadre performance in the implementation of Posyandu toddlers, where the value of p = 0,000 was greater than (p <0.05).

TABLE III. MULTIVARIATE ANALYSIS STAGE I

Variabel	P Value	Exp (B)	95% CI>For Exp (B)	
			Lower	Upper
Age	0,004	4,444	1,558	12,680
Education	0,011	-	-	-
Years of Service	0,000	8,182	2,581	25,934
Attitude	0,000	9,967	3,133	31,705
Motivation	0,000	11	3,456	35,016

TABLE IV. FINAL RESULT OF MULTIVARIATE ANALYSIS

Variabel	P Value	Exp (B)	95% CI>For Exp (B)	
			Lower	Upper
Motivation	0,045	4,563	1,034	20,134

Table III dan IV showed that the most related factors are motivation variables that have a p value of  $0.045 < 0.05$  with the Exp (B) value of 4.563, while other factors (age, education, years of service, attitude) have a p value  $> 0.05$ .

#### IV. DISCUSSION

The results showed that the performance of cadres was mostly good (55.4%), indicating that active cadres had a long working period, good attitudes and motivation in carrying out their duties, according to the Kementerian Kesehatan RI were selected members of the community to deal with health problems both individuals and the community and to work in a very close relationship with the local community so that the expert knowledge and skills of the cadres to their neighbors become easy [3]. This is in line with the research conducted by Hasanah, which states that there is a relationship between cadre knowledge about Posyandu and cadre performance in Posyandu activities [6].

The more age the level of maturity and strength a person will be more mature in thinking and working. Age of respondents is classified into two, namely age 20-35 years and  $> 35$  years [3]. This is in accordance with the research conducted by Hapsari, means there is a relationship between age and performance [7]. There is a relationship between age and growth monitoring of children under five [8].

In this study the level of education will affect the performance of cadres in the implementation of Posyandu. Education influences the learning process, the higher the education the easier it is for the person to receive information [4]. Education level according to Undang – Undang No. 20 of 2004 is basic / low education (SD-SMP / MTS), secondary education (SMA / SMK) and higher education (D3 / S1). This is in line with the results of research conducted by Rantung,, based on the results of statistical tests obtained p value = 0.001 it was concluded that there is a relationship between maternal education and the frequency of visits of mothers who have children under five to Posyandu [9].

Cadres are people who are close to the community so that cadres who have long contributed will feel they have responsibility for the activities carried out and it is shown that the higher the period of service, the higher the responsibility so that the lower the level of error will be. There is a relationship between working period and cadre performance in Posyandu [10].

Attitude is a general evaluation made by humans towards themselves, other people, objects or issues which are certain regularities in terms of feeling (affection), thinking (cognition) and predisposing actions (konasi) [11]. Research by Nteso, based on the Fisher Exact test results obtained a significance value of  $p = 0.038$  ( $\alpha < 0.05$ ) which means that there is a significant and significant relationship between the attitude of cadres and the performance of Posyandu cadres [12]. There is a relationship between

attitudes and cadre performance with a value of  $p = 0.036$  [13].

There is a significant relationship between cadre motivation and cadre performance in the implementation of Posyandu toddlers. Motivation is a state in one's personal self that encourages an individual's desire to carry out certain activities, in order to achieve a goal. A person's motivation provides encouragement or enthusiasm to work to meet needs [4].

This can be seen that cadres who have high motivation have good performance, it can be concluded that there is a relationship between cadre motivation and cadre performance in Posyandu implementation. In accordance with the research of Alfredo, L and Voltero on factors that influence the performance of maternal health care providers in Armenia USA [14].

Performance appraisal can be used to determine training needs and to realize appropriate responsibilities for employees to do better work [15]. Supported by the results of M. Learner et.al about the factors that influence the performance of Israeli female entrepreneurs, shows there is a relationship between motivation and performance ( $r = 0.21$ ,  $p < 0.05$ ) [16].

#### V. CONCLUSIONS

There is a significant relationship between age, education, years of service, attitudes, motivation with the performance of cadres in the implementation of Posyandu for toddlers in the Sulau Health Center work area, and the most related factors are motivation with  $p = 0.045$  and  $OR = 4.563$ . It is expected that cadres can further improve their motivation and performance in implementing Posyandu for toddlers, it is also hoped that the Puskesmas can pay more attention to the implementation of Posyandu in the working area of Puskesmas Sulau and further improve the skills of cadres in the implementation of Posyandu through training so that cadre performance will be even better. For further research can examine other factors that influence the performance of cadres in the implementation of Posyandu toddlers.

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