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by Erika Ariyani

Submission date: 21-Jan-2024 06:34AM (UTC-0800)

Submission ID: 2274942519

File name: Artikel_Erika_Dwi_Ariyani.docx (138.47K)

Word count: 3232

Character count: 18365



THE RELATIONSHIP OF MOTIVATION TO THE PERFORMANCE OF TODDLER POSYANDU CADERS IN THE WORKING AREA OF THE SELOGIRI HEALTH CENTER, WONOGIRI DISTRICT

Erika Dwi Ariyani¹, Noor Alis Setiyadi²

¹ Fakultas Ilmu Kesehatan Universitas Muhammadiyah, Surakarta

² Fakultas Ilmu Kesehatan Universitas Muhammadiyah, Surakarta

Email correspondensi : erikaariyani12345@gmail.com ¹ nuralis2009@ums.ac.id ²

Track Record Article

Accepted:

Published:

Abstract

Posyandu is a community health service unit designed for integrated and sustained care, particularly focusing on pregnant women, breastfeeding mothers, toddlers, and preschool children. The role of Toddler Posyandu cadres is crucial, as they contribute significantly to delivering fundamental health services, offering health-related information to mothers and families, and conducting monitoring activities for children's growth and development. The effectiveness of Posyandu is closely tied to the performance of its cadres, and a high level of motivation among these cadres can enhance their overall effectiveness. Based on national data, the performance and activeness of Posyandu cadres are recorded at 69.2% of the targeted 80%¹ with a cadre dropout rate of 30.8%. The objective of this research is to explore the correlation between motivation and the performance of Pos⁵ndu cadres in the Selogiri Health Center's operational area. The research methodology involves a quantitative approach, employing a cross-sectional design. The study population encompasses toddler Posyandu cadres in the Selogiri Community Health Center's operational area, totaling 450 individuals. Data was collected from 207 respondents through simple random sampling, utilizing a quest⁷naire as the data collection instrument. The research findings indicate a statistically significant relationship between motivation and cadre performance ($p = <0.000$). In conclusion, this research establishes a connection between the motivation levels of Posyandu cadres and their performance within the operational domain of the Selogiri Health Center in Wonogiri Regency.

Keyword: Performance, Motivation, Posyandu

INTRODUCTION

³ Posyandu is a form of Community-Sourced Health Efforts (UKBM) that is locally supervised and coordinated, involving local participation, with the aim of facilitating health services needed to accelerate the reduction of maternal and child mortality (Kemenkes RI, 2012). Posyandu activities are run by self-selected community members, where these selected community members will later be trained as health cadres with assistance from the local Puskesmas so that they can also meet basic requirements, including knowledge and skills to maximize their respective roles (Mediani, Hendrawati, Pahria, Mediawati, & Suryani, 2022). This will directly impact the role of the community in health development (A. N. Kusuma, 2022). The selected community is called the Posyandu Cadre, which has responsibility for the

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tasks and functions of the Posyandu. In addition, they are expected to be able to effectively supervise the Posyandu, because as cadres, they have a deeper understanding of the needs of the community in the area where they are located (Kemenkes RI, 2012).

The person in charge of the Posyandu is someone who is selected, has the motivation, ability, and opportunity, and cares about the implementation of basic social services in the local area through the Posyandu (Kemenkes RI, 2012). The person in charge of the Posyandu or Posyandu cadre is a human resource who plays a key role in achieving the success of the Posyandu as well as being a factor inhibiting the sustainability of the Posyandu (Kusumawardani & Muljono, 2018). There are several factors that can affect cadre performance such as knowledge, commitment, support, and motivation (Lukwan, 2018). One factor that has an influence on cadre performance is motivation. Several studies have shown there exists a connection between motivation and cadre performance (Yanuarini, Wulandari, & Suwoyo, 2018). Even so, there are still cadres who are less motivated in carrying out their duties in Posyandu activities.

Posyandu cadres can be identified as people who are selected and voluntarily help manage health problems in the local environment, and work together with the welfare of the surrounding community (Permenkes RI, 2014). The main role of the Posyandu toddler cadre is as the front line in ensuring the continuity and success of the Posyandu toddler program, which is reflected through superior performance and strong support from the cadres (C. Kusuma et al., 2021). According to national data in 2017, the performance and activeness of posyandu cadres reached 69.2% of the overall target of 80%, with a cadre exit rate of 30.8% (Depkes RI, 2017). This is in line with the statement of a health promotion officer at the Selogiri Health Center who stated that the performance of posyandu cadres has not reached the maximum level. Performance refers to the extent to which a person, team, or organization succeeds in achieving goals and carrying out tasks effectively (Laili, Musayaroh, Ishaq, & Anshori, 2023). If the performance of cadres is good, the performance of Posyandu will also be good so as to improve maternal and child health services (Octavianus, 2020). In this context, cadres who have optimal performance can be the main key in increasing community awareness, increasing participation in health programs, and in turn, improving health welfare at the local level (Khatimah & Suryaningsi, 2022).

The performance of posyandu cadres has not reached an optimal level, as seen from the percentage of coverage of weighed toddlers (D/S) in Wonogiri District in 2022 reaching 84.8%. In Puskesmas Selogiri, the coverage of weighed toddlers (D/S) only reached 75.2%, this figure is still quite low when compared to Puskesmas Tirtomoyo II and Puskesmas Nguntoronadi II

which reached 100.2%. In general, the measurement of under-five growth or D/S reflects the extent to which the community contributes to growth monitoring at Posyandu. The presence of toddlers at the Posyandu is the result of the contribution of various parties, including the role of cadres, who participate in inviting, guiding, providing facilities, and providing support so that toddlers attend the Posyandu for growth monitoring.

There are several factors that influence cadre motivation such as intrinsic and financial factors (Werdhiastutie, Suhariadi, & Partiwi, 2020). However, based on brief interviews that have been conducted about the decline in motivation of Posyandu cadres, it is caused by the lack of incentives or rewards received by Posyandu cadres (Ormel et al., 2019). The results of this study are in accordance with the findings found in a study conducted by Sumampow, Maramis, and Korompis in 2019, which stated that there is a correlation between rewards and the performance of posyandu cadres. The decline in the performance of posyandu cadres is closely related to the level of motivation of cadres in carrying out their duties and roles. This finding is in line with the results of research conducted by Desiana, Apriza, and Erlinawati in 2022, which concluded that cadre motivation has the potential to improve the performance of toddler posyandu cadres. However, there are studies that show that there is no relationship between motivation and the performance of Posyandu toddler cadres.

Motivation can be defined as "the level of individual willingness to exert and maintain effort towards organizational goals" (Forson, Ofosu-Dwamena, Opoku, & Adjavon, 2021). Therefore, motivation is a major issue that plays a central role in work productivity, and is a factor that greatly affects job performance (Wardani, Adrian, & Hendratni, 2023). It is an essential need to guide employees towards achieving key goals (Ghaffari, Shah, Burgoyne, Nazri, & Salleh, 2017). Yeti Kuswanti even stated that motivation influences and plays a role in improving employee performance. If you have high motivation, you will produce much better performance than those who are not motivated (Pancasila, Haryono, & Sulistyono, 2020). Therefore, motivation is a very important factor in efforts to improve employee performance. With reference to the previous explanation, researchers are interested in exploring the relationship between motivation and performance of toddler posyandu cadres at the Selogiri Health Center, Wonogiri Regency.

METHODS

This study adopted a quantitative method with a cross-sectional research design. The research was conducted in posyandu located in the working area of Selogiri Health Center, Wonogiri Regency. The population that became the focus of the study was all posyandu cadres in the

area, totaling 450 people. Simple random sampling technique was used to select the sample, with a sample size of 207 cadres from posyandu in the working area of Selogiri Health Center. Data were collected using a questionnaire that had passed the validation and reliability process. The validity test results showed that of the 18 statements of the motivation variable in the sample of 30 respondents, there were 4 invalid statements, with an Alpha Cronbach value of 0.761. Likewise, in the performance variable, 2 invalid statements were found from 10 existing statements, with an Alpha Cronbach value of 0.681. Data analysis in this study used univariate analysis methods using descriptive statistics, and bivariate analysis with the chi-square test with a confidence level of 95%.

RESULTS

In a study involving 207 posyandu cadres in the Selogiri Region of Wonogiri Regency, characteristics and research variables were obtained. The distribution of respondent characteristics included gender, age, marital status, education, length of time as a cadre, work other than being a cadre, and type of work. Variables in the study according to the motivation and performance of cadres

Table 1 Characteristics of Respondents

Respondent Characteristics	Frequency (n)	Percentage (%)
Gender		
Male	0	0%
Female	207	100%
Age		
Young (< 46 years old)	147	71%
Old (> 46 Years)	60	29%
Mean $\pm$ SD		39,80 $\pm$ 8, 602
Median (Min - Max)		40 (20 - 60)
Marriage Status		
Marry	197	95, 2%
Unmarried	1	0,5%
Widow/Widower	9	4,3%
Education		
Not in School	6	2,9%
Elementary School	4	1,9%
Junior High School	8	3,9%
Senior High School	180	87%
Higher Education	9	4,3%
Length of time as a cadre		
< 1 Year	52	25,1%
1 - 10 Years	67	32,4%
11 - 20 Years	70	33,8%
21 - 30 Years	17	8,2%
31 - 40 Years	1	0,5%
Mean $\pm$ SD		10,6 $\pm$ 6,417
Median (Min - Max)		9 (1 - 28)
Working Beyond Being a Cadre		
Yes	62	30%
No	145	70%

Type of Work		
Housewife	141	68,1%
Farmers	14	6,8%
Teacher	26	12,6%
Self-employed	8	3,9%
Public Servant	4	1,9%
Private Employee	14	6,8%

Based on Table 1, it can be concluded that the majority of the study participants were female, reaching 207 people (100%). Most of the respondents were young, as many as 147 people (71%), and the majority were married, as many as 197 people (95.2%). The last education of respondents was dominated by high school graduates, as many as 180 people (87%). The majority of respondents had 11 to 20 years of experience as a cadre, reaching 70 people (33.8%). The majority of respondents, 145 people (70%), did not have a job other than being a cadre, and among those who worked, the majority worked as housewives, reaching 141 people (68.1%).

Table 2. Variable Characteristics of Motivation and Performance

Variable Characteristics	Frequency (n)	Percentage (%)
Motivation		
Good	113	54,6%
Less	94	45,4%
Mean ± SD	45,33 ± 5,854	
Median (Min - Max)	46 (32 - 68)	
Performance		
High	121	58,5%
Low	86	41,5%
Mean ± SD	26,59 ± 4,505	
Median (Min - Max)	26 (16 - 40)	

Based on Table 2, most respondents showed a positive level of motivation, as many as 113 people (54.6%), and cadre performance has reached a fairly high level, namely 121 people (58.5%).

Table 3. Bivariate Analysis of Motivation to Performance of Posyandu Cadres

Variables	Performance of Posyandu Cadres								<i>Pvalue</i>
	High		Low		Total		OR	95% CI	
	N	%	N	%	N	%			
Motivation									
Good	94	83,2	19	16,8	113	100	12,277	6,312 - 23,880	<0,000
Less	27	28,7	67	71,3	94	100			

Table 3 shows that cadres with good motivation levels showed high performance in a total of 94 people (83.2%), while cadres with good motivation and low performance amounted to 19 people (16.8%). Meanwhile, for cadres with poor motivation, there were 27 people (28.7%) who showed high performance and 67 people (71.3%) who showed low performance.

DISCUSSION

The results showed that out of 207 respondents, cadres who had good motivation had high performance as many as 94 people (83.2%) and cadres who had good motivation had low performance as many as 19 people (16.8%). For cadres who have less motivation have high performance as many as 27 people (28.7%) and cadres who have less motivation have low performance as many as 67 people (71.3%).

From the results of statistical test analysis using chi-square, it was found that the p value (p-value) was <0.000 , which is smaller than the α value (0.005). Therefore, the alternative hypothesis (H_a) is accepted. This indicates a relationship between cadre motivation and posyandu cadre performance in the Selogiri Health Center working area in 2023, with a confidence level of 95% ($\alpha = 0.005$). In addition, the results of the analysis showed an OR (Odds Ratio) value of 12.277, which means that cadres who have good motivation have a risk of performance that is 12.277 times higher than cadres who have less motivation.

The findings of this study are in line with the results of research conducted by Burhan, Marsofely, and Suryanti (2019), where the study also showed a relationship between motivation and performance of Posyandu cadres with a p-value of 0.045. The findings of this study are the same as the results of research conducted by Nabut, Sumarsono, and Triatmanto (2021), where the study states that there is a relationship between the level of motivation and performance of Posyandu cadres.

According to Rosmaini and Tanjung (2019), work motivation refers to the encouragement and stimulation that encourages someone to work with enthusiasm because their needs are met. An essential role in the implementation of the posyandu program is carried out by cadres, who function as responsible. The smooth implementation of posyandu can be hampered if cadres are not active so that cadre performance becomes a crucial factor in the success of this program. The performance of posyandu cadres is influenced by high motivation towards activities in posyandu. This level of motivation is crucial in shaping the character of work and behavior that is carried out on the basis of certain motives (Retnowati, Pujiastuti, & Kasiati, 2022).

According to researchers, motivation has an important role in improving the performance of Posyandu cadres under five. Motivation is a key factor in improving the performance of Posyandu toddler cadres. A combination of intrinsic and extrinsic motivation such as needs, expectations, interests, family encouragement, environment, and good rewards can contribute to better performance and better outcomes in improving under-five health in the community.

CONCLUSIONS

From the research findings and previous discussion, it can be concluded that most cadres, as many as 113 people (54.6%), showed good motivation in Posyandu activities. In addition, there is a relationship between motivation and performance of Posyandu cadres in the working area of the Selogiri Health Center, Wonogiri Regency in 2023, with a p (p-value) value of <0.000 which is smaller than α (0.05). Suggestions for future researchers are suggested to examine other factors that can affect the motivation and performance of Posyandu cadres. Such research may include a variety of variables, an increase in the number of samples, different locations, as well as using a more detailed research design. Staying focused on the correlation between motivation and performance of Posyandu cadres can be a foundation for future research.

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