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Relationship Determinants of Cadre Roles in Parenting Services for Toddler Families in Jambi City

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ABSTRACT

Toddlerhood is a golden era in children's growth and development because it is a period of real growth that influences and determines children's subsequent development. Through the Toddler Family Development (*Bina Keluarga Balita/BKB*) movement. Every family would be able to enhance their talents, particularly in caring for their toddlers and pre-school-aged children, to promote optimum child growth and development. Health cadres play a significant role in efforts to strengthen the community's capacity to reach optimal health status independently. This study seeks to identify the elements that influence the involvement of cadres in providing family care services for toddlers in the city of Jambi. This study used a quantitative, cross-sectional methodology. This study's population consisted of 450 cadres from the Toddler Family Development (*Bina Keluarga Balita/BKB*) program. This study's sample consisted of 81 the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres selected using Probability Sampling with Proportional Stratified Random Sampling. The chi-square test demonstrates that there is a correlation between the variables attitude (p-value = 0.001) and motivation (p-value = 0.002). Moreover, there is no correlation between knowledge and BKB cadres' roles (p-value = 0.180). Attitude and motivation variables are substantially associated with the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres in Jambi City. The Office of Population Control and Family Planning will hold online discussions. Hence, cadres are always aware of the most recent developments in activities of the Toddler Family Development (*Bina Keluarga Balita/BKB*). The Office of Population Control and Family Planning will monitor activities even when not on the ground. The Office of Population Control and Family Planning will reproduce books on the Toddler Family Development (*Bina Keluarga Balita/BKB*) so cadres can gain more knowledge and not rely solely on training experience.

Keywords: cadres, Toddler Family Development, Parenting.

Introduction

Children's health has long been a significant concern, with stunting, poor nutrition, malnutrition, obesity, and other infectious illnesses affecting the growth and development of toddlers becoming a global concern. If not treated quickly, these illnesses worsen and can be fatal for children under five. Families, the government, health professionals, and community cadres must contribute to children's health.

Toddlerhood is a golden era in children's growth and development because it is a period of natural growth that influences and determines children's subsequent development. In addition, toddlerhood is a critical phase in which beneficial stimulation is required for growth, necessitating the attention of the environment, particularly the family; if the family or environment is not supportive, it will hamper the development of children (1).

Almost 10 million children worldwide die before age ten, and around 200 million do not realize their full potential owing to inadequate parenting, a prerequisite for optimal growth and development (2).

Parenting patterns about growth and development assist children in achieving and passing growth and development at age-appropriate rates. By gaining a greater understanding of children's growth and development, their growth and development will be maximized, allowing them to generate better generations of successors in the future (3).

Through the Toddler Family Development (*Bina Keluarga Balita/BKB*) movement, it is intended that every family would be able to enhance their talents, particularly in caring for their toddlers and pre-school-aged children, in order to promote optimum child growth and development. The Toddler Family Development (*Bina Keluarga Balita/BKB*) program seeks to strengthen the knowledge and abilities of parents and other family members in promoting toddlers' physical, motor, and emotional growth and development. With the supply of

information and skills, it is intended that parents will be able to teach and care for their toddlers from a young age so that these youngsters can grow and develop into productive Indonesian citizens (4).

The Toddler Family Development (*Bina Keluarga Balita/BKB*) program assists the government in reducing stunting by the fifth priority agenda (Nawacita), which aims to improve the quality of life of the Indonesian population via population development and family planning. In order to avoid stunting in Indonesia, the National Population and Family Planning Agency (*Badan Kependudukan dan Keluarga Berencana Nasional/BKKBN*) is making strong efforts to develop the Toddler Family Development (*Bina Keluarga Balita/BKB*) initiative (5).

Health cadres play a significant role in efforts to strengthen the community's capacity to reach optimal health status independently. Through activities conducted at the Integrated Services Post (*Posyandu*), the function of cadres also contributes to community development within the health sector (6). A cadre can assist cops or health professionals in dealing with local community health issues. It can be effective if the cadres already possess the acquired knowledge and abilities from their training to invite them to deliver correct information to the community to boost involvement in public health initiatives (7).

According to the findings of a study conducted by Kartika, Nurlela Mufda, Karmila, and Marlina (2018), using the variables of education, knowledge, attitude, and motivation, the knowledge and motivation of cadres affected the role of cadres in attempts to enhance toddler nutrition. Cadres with more outstanding expertise are often more proficient than those with less understanding. Thus, cadres' motivation influences their role in carrying out their responsibilities; if a cadre is highly motivated, he or she would be more active in carrying out their responsibilities. The lack of cadre activity is attributable to the absence of government incentives for cadres (8).

Agnes Ria Kusuma, Yuli Kusumawati, and Rukma Astuti's (2016) research involving knowledge and attitude factors concluded that "the influence of knowledge and attitudes together affects the conduct of cadres in nutritional counselling for infants." It demonstrates that the combination of knowledge and attitude enhances the conduct of nutrition counsellors for young children. It demonstrates that the function of cadres must match their knowledge and attitudes towards socialization or counselling linked to mother and child health (9).

Based on the results of the author's initial interview with the Head of the Toddler Family Development (*Bina Keluarga Balita/BKB*) Program Section at the Office of the Family Planning Population Control (DPPKB) in Jambi City, this article seeks to delve deeper into several factors that are the root causes of problems in the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in the implementation of the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities—connected to raising toddlers as a family. The primary issue with the the Toddler Family Development (*Bina Keluarga Balita/BKB*) program in Jambi City is the dearth of available human resources since individuals have relatively little enthusiasm to become the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres. In addition, there are still insufficient numbers of trained cadres and cadres with expertise in child growth and development because each Toddler Family Development (*Bina Keluarga Balita/BKB*) program in multiple districts has several cadres that fall short of the required quantity. The encouragement within a cadre also influences the execution of the cadre's role because a cadre voluntarily devotes his time and energy to assisting toddlers and their families to help toddlers' families gain knowledge of good parenting patterns, resulting in the toddler's healthy growth and development. Due to the limited number of cadres, not all cadres possess the same skills and expertise or are adequate for providing services during outreach.

The motivation of cadres influences the role of cadres in carrying out several actions in the Toddler Family Development (*Bina Keluarga Balita/BKB*) Program, including the influence of family or husbands and the cadre's psychology. Cadres who play a less active part in delivering services to parents or families of toddlers might result in a lack of parental awareness and information regarding parenting patterns that promote the growth and development of toddlers (10). If this persists, the Toddler Family Development (*Bina Keluarga Balita/BKB*) operations cannot operate efficiently and for their intended purposes.

This study's overarching objective was to identify relationship determinants of cadre roles in parenting services for toddler families in Jambi city.

Method

This type of research is a quantitative research with a cross sectional research design. This research was carried out in all Toddler Family Development in Jambi City. The population in this study were all the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in Jambi City, which amounted to 450 people and the number of samples was 81 respondents. The sampling technique used is a probability sampling technique of the Proportionate Stratified Random Sampling type. The aim is to obtain a representative sample, namely by looking at the population of the Toddler Family Development (*Bina Keluarga Balita/BKB*) in Jambi City which consists of two strata. So the researchers took samples from HI (Holistic Integrative) the Toddler Family Development (*Bina Keluarga Balita/BKB*) and non-HI the Toddler Family Development (*Bina Keluarga Balita/BKB*) and from each HI the Toddler Family Development (*Bina Keluarga Balita/BKB*) and non-HI the Toddler Family Development (*Bina Keluarga Balita/BKB*). Their representatives were taken as samples. The instrument in this

study was a questionnaire as a tool to collect primary data. Bivariate analysis with chi square test which aims to determine the relationship between the independent variable and the dependent variable. The independent variables in this study were knowledge, attitudes, and motivation. The dependent variable in this study is the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres.

Results

Table 1 shows the results of the respondent distribution according to their identities. The results of the distribution of 81 respondents based on the identity of respondents in Jambi City indicate that the largest age percentage is in the 41-50 year age group as many as 42 people (51.9%), the majority of the occupation of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres are housewives, amounting to 65 people (80.2%), the largest percentage in the last education of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in Jambi City was Senior High School as many as 62 people (76.5%). The percentage of the group with 1-5 years of being a cadre was 64 people (79%), the largest percentage of the training attended by the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadre respondents was 1-5 times as many as 73 people (90.1%).

Table 1. Distribution of Respondents Based on the Identity of Respondents to the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres in Jambi City

Identity	Total (people)	(%)
Age		
< 30	2	2,5
31-40	22	27,2
41-50	42	51,9
> 50	15	18,5
Total	81	100
Occupation		
Housewife	65	80,2
Entrepreneur	6	7,4
Civil Servant	6	7,4
Other	4	4,9
Total	81	100
Education Degree		
Elementary	2	2,5
Junior High School	7	8,6
Senior High School	62	76,5
Under Graduate	10	12,3
Total	81	100
Cadre Period		
1-5 years	64	79
6-10 years	5	6,2
>10 years	12	14,8
Total	81	100
Training		
1-5	73	90,1

6-10	6	7,4
>10	2	2,5
Total	81	100

Source: Primary Data Year 2021

Table 2 shows the results of the univariate distribution of respondents based on the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in Jambi City. The results of 81 respondents based on the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in Jambi City, it can be seen that the number of cadres with the most active roles is 28 people (34.6%), and the number of cadres with less active roles is 53 people (65.4%).

Table 2. Distribution of Respondents Based on the Identity of Respondents to the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres in Jambi City

Role	Total (people)	(%)
Active	28	34,6
Less Active	53	65,4
Total	81	100

Source: Primary Data Year 2021

Table 3 shows the results of the univariate distribution of respondents based on research variables which include knowledge, attitudes, and motivation. The results of the distribution of respondents showed that some respondents who had good knowledge were 43 people (52.4%), the number of cadres who had a good attitude was 37 people (45.7%), and the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres who had good motivation were 36 people (55, 6%).

Table 3. Distribution of Respondents Based on Research Variables on the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres in Jambi City

Variable	Characteristic	N	%
Knowledge	Good	43	53,1
	Less	38	46,9
Attitude	Good	37	45,7
	Less	44	54,3
Motivation	Good	36	55,6
	Less	45	44,4

Source: Primary Data Year 2021

Table 4 shows the results of the bivariate analysis carried out to see the relationship between the independent variables including knowledge, attitudes, and motivation with the dependent variable, namely the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in Jambi City. The analysis test was carried out with the chi square test, which had previously been tested for normality and homogeneity.

Table 4. Results of Cross Tabulation of the Relationship between Knowledge, Attitude, and Motivation with the Role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres in Jambi City

Variable	Role				Total		P-value	PR (95% CI)
	Active		Less Active					
	n	%	n	%	n	%		
Knowledge							0,180	1,5 (0,82-2,78)
	Good	31	72,1	12	27,9	43		
Less	22	57,9	16	42,1	38	100,00		
Attitude							0,001	3,08 (1,4-6,80)
	Good	31	83.8	6	16,2	37		
Less	22	50	22	50	44	100,00		
Motivation							0,002	2,93 (1,33-6,46)
	Good	30	83,3	6	16,7	36		
Less	23	51,1	22	48,9	45	100,00		

Source: Primary Data Year 2021

The results of the bivariate analysis showed that there was no relationship between knowledge and the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in implementing parenting services for families of toddlers in Jambi City. The value of the strength of the relationship between knowledge and the role of cadres is determined by the value of $PR = 1.5$ (95% CI 0.82-2.78), meaning that good cadre knowledge can increase the active role of cadres by 1.5 times compared to poor knowledge, but statistically it is not proven significant p-value 0.180.

From the results of the bivariate analysis, it was found that there was a relationship between attitudes and the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in carrying out parenting services for families of toddlers in Jambi City. The value of the strength of the relationship between attitudes and the role of cadres is determined by the value of $PR = 3.08$ (95% CI 1.4-6.80), a good cadre attitude can increase the active role of cadres by 3.08 times compared to a bad attitude and statistically proven significant p-value 0.001.

From the results of the bivariate analysis, it was found that there was a relationship between motivation and the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in carrying out parenting services for families of toddlers in Jambi City. The value of the strength of the relationship between attitudes and the role of cadres is determined by the PR value = 2.93 (95% CI 1.33-6.46), good motivation can increase the active role of cadres by 2.93 times compared to poor motivation and statistically proven significant p-value 0.002.

Discussion

1. The Role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres in Implementing Parenting Services for Toddler Families

The role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres in Jambi City is in line with the guidebook for the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres in 2006. (11) Based on the results of interviews with several the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in Jambi City, the following results were obtained.

a. Provide counseling in accordance with the specified material.

The counseling provided is in the form of light discussions between cadres and parents of toddlers. the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres provide knowledge and understanding to parents regarding things that must be done to parents in fostering toddlers.

b. Observing the development of the Toddler Family Development (*Bina Keluarga Balita/BKB*) participants and children under five.

The Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres observe the development of toddlers through the results of recording on the KKA once a month, so that cadres can monitor the development of toddlers. Filling in the KKA is carried out by monitoring cadres from the age group 0-1 years to 5-6 years.

c. Provide services and make home visits.

Home visits at BKB are only valid as needed – for example, the Toddler Family Development (*Bina Keluarga Balita/BKB*) participants cannot attend BKB activities. Therefore, the cadres made visits to the homes of the Toddler Family Development (*Bina Keluarga Balita/BKB*) participants. In addition, home visits can be done if toddlers experience delays in their growth and development. With home visits, cadres can see firsthand the things that cause stunted growth and development of toddlers. Cadres can provide input and motivate the Toddler Family Development (*Bina Keluarga Balita/BKB*) participants to be more active in participating in the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities.

d. Motivate parents to refer children who have developmental problems.

Children who have problems with their growth and development can make parents worried. the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres are also people who are closest to the community so that they can provide motivation and solutions to parents so that they are enthusiastic in fostering toddlers to grow according to their age level. In this case, the Toddler Family Development (*Bina Keluarga Balita/BKB*) participants will be more enthusiastic in participating in the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities.

e. Make activity reports. the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres are required to make monthly the Toddler Family Development (*Bina Keluarga Balita/BKB*) activity reports. Because the results of recording or reporting from the BKB Cadre can determine the assessment of the PLKB. For the Toddler Family Development (*Bina Keluarga Balita/BKB*) with HI status, this activity is carried out simultaneously with Posyandu and PAUD. Thus, activities can run effectively and mutually benefit

parents/families of toddlers and toddlers who have become the Toddler Family Development (*Bina Keluarga Balita/BKB*) participants.

Research from Pujiati et al (2015) states that the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in the Toddler Family Development (*Bina Keluarga Balita/BKB*) services is a form of implementing the Toddler Family Development (*Bina Keluarga Balita/BKB*) values embedded in the Toddler Family Development (*Bina Keluarga Balita/BKB*) participants during the course of the Toddler Family Development (*Bina Keluarga Balita/BKB*) implementation. Cadres are crucial to the success of the Toddler Family Development (*Bina Keluarga Balita/BKB*) services.(12)

Cadres have a great contribution to the implementation of the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities. The running of the role of cadres has been in accordance with the cadre guide book, this can be proven that the activeness of cadres in carrying out their roles as the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres can determine the success of an activity/program. It can be seen from the enthusiasm of the Toddler Family Development (*Bina Keluarga Balita/BKB*) participants in participating in the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities, parents' knowledge about parenting patterns for toddlers, as well as optimal development of toddlers and according to their age level.

2. Relationship between Knowledge and the Role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres in Implementing Parenting Services for Toddler Families

The results of the chi square analysis showed that there was no relationship between knowledge and the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in carrying out parenting services for families of toddlers in Jambi City. Azwar (2000) states that if a person does not have experience or knowledge of an object, a negative attitude will be created in that person, and conversely if someone has experience or knowledge, a positive attitude in that person will appear naturally.(13)

The results showed that from 81 respondents, 43 respondents (53.1%) were included in the category with a good level of knowledge. This can happen because the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres have received basic training that has been followed previously from the BKKBN in providing Toddler Family Development services aimed at parents or families of toddlers, including cadres receiving information about the procedures for implementing the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities so that the knowledge that owned by cadres has no effect on changing the behavior of cadres to continue to participate in the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities.

Knowledge is also influenced by the education carried by a person. the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres who work have the possibility to gain knowledge from people in their work environment but are not guaranteed to gain experience through training. However, with the majority of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres being housewives, they have the time and opportunity to gain knowledge through the experiences they participate in through training to social activities organized by the agency. This study is in line with Safitri et al (2017), which states that there is no relationship between knowledge and the role of cadres in the implementation of PHBS. Lack of interest in learning causes low knowledge of cadres.(14)

A cadre who already has experience with the Toddler Family Development (*Bina Keluarga Balita/BKB*), namely in the form of training that has been followed - then his experience will have an impact on a positive attitude, namely by providing understanding to parents from the knowledge he has gained through the Toddler Family Development (*Bina Keluarga Balita/BKB*) training. So that the basic knowledge of a cadre does not affect changes in the behavior of cadres to continue to be active in participating in the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities.

3. The Relationship between Attitudes and the Role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres in Implementing Parenting Services for Toddler Families

After analyzing the chi square test, it was found that there is a relationship between attitudes and the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in carrying out parenting services for families of toddlers in Jambi City in 2020.

Attitude is a response or a person's response in a closed to a stimulus or object. In fact, attitudes show everyday emotional reactions to someone within the scope of social stimuli, this is expressed directly or indirectly depending on the stimulus reaction received by the person. (15)

Based on the interview results, this is because each the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadre still has a sense of responsibility towards the tasks assigned by their superiors. Cadres are the closest people in the community who are able to encourage the community to participate in the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities, because cadres have a close relationship with the

community. This can have a good emotional impact on parents and families of toddlers so that they can have the awareness to stay positive.

According to the theory put forward by Darmiyati (1973) which states that if someone believes that the action taken will have a positive impact, he will tend to do so. On the other hand, if it is felt that the impact will be negative, then he will not hesitate to refuse to take that action.(16)

In line with the research conducted by Safitri et al (2017) who obtained results where there was a relationship between attitudes and the role of health cadres in Sarirejo Village by conducting statistical tests which obtained a p value of $0.021 < 0.05$. The high attitude of respondents who support reflects more cadres who carry out their roles. Cadres who do not support the role of cadres are due to limited knowledge.(14)

The attitude that arises in the the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadre is a positive attitude. This has an impact on the sustainability of the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities. The existence of social problems in the cadre environment tends to spur the desire of cadres in providing motivation to parents in dedicating themselves to helping advance the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities. So from this view, a positive attitude is created for cadres to actively participate in the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities in order to improve the abilities and knowledge of toddlers. The attitude of cadres in the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities is also a form of cadre's responsibility towards the tasks and roles that have been appointed by their superiors (PLKB).

4. The Relationship between Motivation and the Role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres in Implementing Parenting Services for Toddler Families

The chi square test analysis found that there was a relationship between motivation and the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres in implementing parenting services for families of toddlers in Jambi City.

The results of research that has been done by the author that there is a relationship between motivation and the role of cadres. Motivation is one of the factors that can affect the success of a cadre's performance. The existence of high cadre motivation results in good performance so that it will be found that the role of cadres has been running actively. The results in the field show that the motivation of good cadres is almost completely supported by environmental factors such as getting support from their husbands or families to volunteer as cadres in their home environment.

The existence of high cadre motivation can also be influenced by the recognition of achievements given by certain parties to cadres. Morgan said that if a person's internal state is not balanced, then that person will feel compelled to take an action or behavior to achieve a goal, where if a goal is achieved there will be a balance that causes a person to feel satisfied or relieved.(15)

This research is also supported by Nugroho and Nurdiana (2008) who state that there is a relationship between motivation and the active role of cadres in participating in Posyandu activities for toddlers. This proves that the better the knowledge of one's cadres can lead to good motivation. Good motivation will produce good behavior too. Good behavior in question is the active role of cadres in posyandu activities. (17)

A cadre can be motivated to actively participate in the Toddler Family Development (*Bina Keluarga Balita/BKB*) activities because he has an inner drive to participate in helping to increase the growth and development of toddlers effectively. The motivation of cadres in this participation is also influenced by environmental factors such as one of the family's encouragement to cadres to stay active in participating in activities. Other factors can also be in the form of achievements or rewards expected by a cadre. If there is recognition of achievement from superiors, this can also spur or motivate cadres to continue to be active in carrying out their responsibilities as the Toddler Family Development (*Bina Keluarga Balita/BKB*) Cadres.

Conclusion

1. There is a relationship between attitudes and the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in the implementation of family parenting for children under five in Jambi City p-value = 0.001.

2. There is a relationship between motivation and the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in the implementation of family parenting for toddlers in Jambi City, p-value = 0.002.

3. There is no relationship between knowledge and the role of the Toddler Family Development (*Bina Keluarga Balita/BKB*) cadres in the implementation of family parenting for children under five, p-value = 0.180.

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