
The Activity Of Posyandu Cadres At Healt Center Siulak Mukai Kerinci Regency

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Abstract

Posyandu is one form of community-sourced health efforts, which is managed from, by, for and with the community. Based on data from the Kerinci regency Health Office in 2020-2021, it was found that in kerinci regency there were 21 health centers with 293 posyandu and only 61 Posyandu were active, in the profile of the siulak mukai Health Center in 2020-2021 there were 14 posyandu and only 1 posyandu was active with a cadre of 70 people. This research is a quantitative research with cross sectional design. The sample is a whole cadre of 70 people. Data collection was carried out from March 2022 to April 2022. Data were collected using questionnaires that have been tested for validity and reliability. Data analysis with multiple logistic regression test. There were ($p=0.001$) $PR=469$ (95% $CI=302-727$) motivation award ($p=0.001$) $PR=2,540$ (95% $CI=1,3184.892$) motivation reward ($p=0.000$) $PR=2,583$ (95% $CI=1,400-4,767$)with cadre activity. There was no relationship between age ($p=1,000$) $PR=0.866$ (95% $CI=567-1, 325$) marital status ($p=0.974$) $PR=0.877$ (95% $CI=490-1, 571$) occupation ($p=0.788$) $PR=1.121$ (95% $CI=720-1, 747$) length of Service ($p=0.501$) $PR=1.246$ (95% $CI=765 - 2,028$) responsibility ($P=0,133$) $PR=2,190$ (95% $CI=1,458-3,290$) interpersonal relationships ($P=308$) $PR=1,308$ (95% $CI=860-1, 990$) with cadre activeness. Based on the results of multivariate tests, it is known that the education variable has a significant relationship with the p value (0.038), and has a value of B (1.074) and the value of OR 2.928 is the highest when compared with other variables. These results show that education is the most dominant variable that affects the activity of cadres. Education variable is the most dominant variable that affects the activity of cadres. It is expected that the Healt Center Siulak Mukai pay attention to the level of education of cadres during recruitment. For posyandu cadres to better carry out posyandu activities in accordance with their duties and responsibilities and are expected to be more active in visiting people's homes to continue to monitor their health and motivate them to take advantage of posyandu.

Keywords: Cadre, Posyandu, Active, Multivariate

INTRODUCTION

Health cadres are volunteers chosen by the community and play a role in developing the community, recruited from, by, for the community, cadres can play a role in the field of Health there are two kinds, namely in the posyandu and outside the posyandu health cadres perform a good role in preparing posyandu equipment before the posyandu starts, preparing additional food for infants and toddlers, reporting all activities carried out and less in working on the posyandu five-table system. Posyandu program holders can conduct further training, conduct socialization or evaluation every year to improve the independence of cadres in providing health services in accordance with the flow of posyandu services. At posyandu the number of Administrators is at least 5 (five) this number corresponds to the number of steps carried out by the Posyandu which refers to the 5 (five) step system. The activities carried out at each step and the person responsible for their implementation can be easily described as follows. Cadres are the main key to posyandu activities, starting from planning and implementation, including recording and reporting. The active role of the management determines the sustainability and development of posyandu, while inactive implementers are registered but do not carry out and are not involved in posyandu activities, the number is increasing.

Knowledge is a very important domain in shaping one's actions (overt behavior). Experience and research show that knowledge-based behaviors are more sustainable than non - knowledge

behaviors. Knowledge is the result of knowing, which occurs after people perceive a certain object. Perception occurs through the five human senses: sight, hearing, smell, taste and touch. Most human knowledge is acquired through the eyes and ears. Knowledge is the main source of the nation's civilization, advanced or not, and begins with people's attention to science. This is evidenced by the various civilizations of the world that have made this country more civilized, based on the thoughts of the personalities of the time. Therefore, knowledge is very important and needs attention to live a good life. Motivation is a process that occurs in a person that is manifested by emotions that encourage the individual to do something that is triggered by his desires, needs, or goals. Perception occurs through the five human senses: sight, hearing, smell, taste and touch. Most human knowledge comes from the eyes and ears. According to Hasibuan, motivation is important because motivation is what causes, channels, and supports human behavior in order to work hard and enthusiastically achieve optimal results, it is clear that motivation is the main basis for a person entering various organizations in order to satisfy various needs of the person concerned both political, economic, social and various other increasingly complex needs.

Based on data from the Kerinci regency Health Office in 2020-2021, it was found that in kerinci regency there were 21 health centers with 293 posyandu and only 61 Posyandu were active, in the profile of the Siulak Mukai Health Center in 2020-2021 there were 14 posyandu and only 1 posyandu was active with a cadre of 70 people. Based on the results of interviews with 3-4 cadres, many do not understand about posyandu services and there are some cadres who say that being a cadre is a monotonous and boring job. According to previous research, the active role of cadres determines the sustainability and development of posyandu. There are several factors that cause inactivity of a posyandu cadre, namely lack of knowledge and motivation.

Based on the initial survey results on November 10, 2021 through interviews with 4 cadres, 3 of whom still lack motivation, marked by their statement that being a cadre is a Monotonous and boring job and 1 more cadre has high motivation because from his statement being a cadre is fun because he can socialize with the community. In addition, when viewed from the side of knowledge of cadres, their knowledge is low because of the lack of guidance to them there are still many cadres who are rarely given guidance that eventually makes cadres less active in participating in activities in posyandu such as 2 of 4 cadres who were interviewed still do not understand the services in posyandu.

RESEARCH METHODS

This research is a quantitative research with cross sectional design. The sample is a whole cadre of 70 people. Independent variables in this study are age, education, occupation, marital status, length of service, knowledge, appreciation, responsibility, rewards, interpersonal relationships. The dependent variable in this study is the activity of cadres.

Data collection was carried out in March 2022 to April 2022 at the Siulak Mukai Health Center, Kerinci regency. Data were collected using questionnaires that have been tested for validity and reliability. In this study the validity test was conducted on 30 respondents at the Health Center Kemantan Kerinci district known that there are 35 questions based on the value of R table known by the formula $df = N-2$ that is $30-2= 28$ so that r table = 0.361. Reliability test with Cronbach Alpha value above 0.05 for all variables.

The Instrument used is a structured questionnaire that must be filled by the respondent, where the respondent must give a mark (√) on the answers that are considered correct. The measurements used are likert scale and guttman scale. Likert scale is used on the independent variable that is by giving a value of 1-4 where if the statement is positive then 1= strongly disagree 2

= disagree, 3 = agree 4=strongly agree while if the statement is negative then 1= strongly agree 2=agree 3=disagree 4 = strongly disagree. The second is the guttman scale used in the dependent variable where respondents choose between yes and no where 1=No and 2= yes. Data analysis was conducted with 3 stages, namely univariate, bivariate with chi square test, and multivariate with multiple logistic regression test.

RESULTS AND DISCUSSION

Based on the results of the study, the characteristics of the most age category respondents in the age range of 20-30 years as many as 33 (47.1%) while the least is the age range of 31-40 as many as 37 (52.9%). Characteristics of respondents based on the most recent education is low as many as 45 respondents (64.3%) and higher education as many as 25 people (35.7%). The most characteristic of respondents based on marital status who are married as much as 62 (88.6%) and at least as much as 8 (11.4%). Based on the characteristics of respondents who did not work as much as 43 (61.4%) worked 27 (38.6%) based on the characteristics of respondents of the Old period of work as much as 32.9% and the new period as much as 67.1%. Next can be seen in Table 1. below :

Table 1. Distribution of respondents based on the characteristics of Posyandu cadres in the work area of Healt Center Siulak Mukai

No	Variable	n=70	%
1	Age		
	Young	33	47,1
	Old	37	52,9
2.	Last Education		
	Height	25	35.7
	Low	45	64.3
3.	Marriage status		
	Married	62	88.6
	Not Married	8	11.4
4.	Jobs		
	Does Not Work	43	61.4
	Working	27	38.6
5.	Working Time		
	New (1-3 years)	47	67.1
	Old (4-6 years)	23	32.9

The results of research variables of knowledge, appreciation, responsibility, rewards, interpersonal relationships, and cadre activeness will be explained in Table 2 below :

Table 2. Frequency distribution of knowledge, Rewards, responsibilities, Rewards, Interpersonal relationships, and cadre activeness

No.	Variable	(n)	%
1. Knowledge			
	Less Good	40	57,1
	Good	30	42,9
	Total	70	100
2. Awards			
	Less Good	45	64.3
	Good	25	35.7
3. Responsibility			
	Less Good	26	37.1
	Good	44	62.9
4. Rewards			
	Less Good	42	60.0
	Good	28	39.4
5. 5. Interpersonal Relations			
	Less Good	33	47.1
	Good	37	52.9
6. Cadre Activeness			
	Inactive	39	55.7
	Active	31	44.3

Based on the table above, the frequency distribution of posyandu cadres in the siulak mukai Healt Center working area in 2022 cadres who had a poor level of activity were 39 (55.7%) respondents. While the respondent level of good activeness that is as much as 31 (44.3%) respondents. Respondents' knowledge of posyandu in the working area of Healt Center siulak mukai is good to know about poyandu such as the definition of posyandu, the purpose of posyandu and the steps in the implementation of posyandu. Poor knowledge is contained in the question of what is the role of cadres on the day H, after the day h open posyandu, so the knowledge that must be improved again is questioned less well above.

Based on the table above, the frequency distribution of the knowledge level of posyandu cadres in the siulak mukai Healt Center working area in 2022 cadres who had a poor level of knowledge were 40 (57.1%) respondents, while respondents had a good level of knowledge, namely 30 (42.9%) respondents. Table 4.5 shows that the reward rate of posyandu cadres is not good 45 (64.3%) is good 25 (35.7%), the responsibility rate is not good 26 (37.15%) is good 44 (62.9%), the reward rate is not good 42 (60.0%) is good 28 (39.4%), the interpersonal relationship is not good 33 (52.9%) is good 37 (47.1%).

Furthermore, multivariate analysis is done by using multiple logistic regression statistical test (multiple logistic regression) prediction model includes the selection of modeling candidates and making multivariate analysis model. Before doing multivariate analysis, bivariate analysis of each independent variable and dependent variable is first done to determine which variables can be used as a candidate model to be included in the multivariate analysis. If the bivariate test results have a probability value (p-value) < 0.25, then these variables can be incorporated into multivariate modeling, and vice versa. The results of bivariate analysis between the independent variable and the dependent variable can be seen in the table below :

Table 3. The results of bivariate analysis of variables age, education, marital Status, employment, years of work, knowledge, appreciation, responsibility, Rewards, Interpersonal relationships with active cadres

NO	Variable	P-Value	Description
1.	Age	0,669	Candidates
2.	Education	0,001	Candidates
3.	Marital Status	0,974	Candidates
4.	Jobs	0,788	Candidates
5.	Working Time	0,501	Candidates
6.	Knowledge	0,001	Candidates
7.	Awards	0,001	Candidates
8.	Responsibility	0,133	Candidates
9.	Rewards	0,000	Candidates
10	Interpersonal	0,308	Candidates

Based on the table above, it can be seen that the variables that have a p-value <0.25 are education, knowledge, appreciation, responsibility, and rewards. Multivariate analysis used is multiple logistic regression test prediction model. If the test results show that there is a variable that has a probability value (p-value) > 0.05, then the variable should be excluded from the modeling. Variables are removed from the modeling is done gradually according to the value of the highest probability variable. Once removed, the logistic regression test is carried out again until there are no variables that have a probability value (p-value) > 0.05.

Table 4. Results of multivariate analysis of multiple logistic regression test between variables age, education, marital Status, occupation, length of Service, knowledge, Rewards, responsibilities, Rewards, Interpersonal relationships with Cadre activeness

		B	Sig.	Exp(B)	95% C.I.for EXP(B)	
					Lower	Upper
Step 1 ^a	Categ_ education	1,151	,031	3,163	1,112	8,991
	Categ _ knowledge	-,308	,558	,735	,262	2,062
	Categ _ Awards	,153	,775	1,165	,409	3,316
	Categ _ responsibility	,333	,529	1,396	,494	3,940
	Categ _ rewards	-,012	,982	,988	,354	2,762
	Constant	-2,001	,288	,135		
Step 2 ^a	Categ_ education	1,152	,031	3,164	1,113	8,990
	Categ _ knowledge	-,309	,556	,734	,262	2,055
	Categ _ Awards	,155	,765	1,168	,423	3,228
	Categ _ responsibility	,334	,529	1,396	,495	3,940
	Constant	-2,021	,223	,133		
Step 3 ^a	Categ_ education	1,130	,032	3,096	1,103	8,694
	Categ _ knowledge	-,304	,563	,738	,264	2,064
	Categ _ responsibility	,300	,562	1,349	,490	3,716
	Constant	-1,723	,192	,179		
Step 4 ^a	Categ_ education	1,103	,035	3,015	1,082	8,397
	Categ _ knowledge	,284	,581	1,329	,485	3,640

	Constant	-2,072	,079	,126		
Step 5 ^a	Categ _ education	1,074	,038	2,928	1,061	8,079
	Constant	-1,573	,034	,207		

From the table above it can be seen that the education variable has a significant relationship with the p value (0.038), and has a value of B (1.074) and the value of OR 2.928 is the highest when compared with other variables. These results indicate that education is the most dominant variable associated with the activity of cadres.

Discussion

The activity of posyandu cadres is a form of cadre participation in community activities, which is a reflection of efforts to meet various perceived needs and devotion to their work as posyandu cadres tasks carried out for planning various activities in posyandu, implementation, evaluation and control of posyandu activities, and reporting activities in posyandu carried out by Posyandu cadres. Based on the results of research conducted from 70 respondents at the Siulak Mukai Health Center in Kerinci regency 2022, it was found that Posyandu cadres were inactive by 55.7% and active by 44.3%.

The results of Bivariate analysis showed that there is a relationship between education and the activity of Posyandu cadres with p-value = 0.001 and PR= 2,100 and (95% CI = 1,412-3,122) which means that poor education has a risk of 2,100 times to be inactive compared to respondents who have a good level of activity. According to Andrew E level education is a long-term process that uses systematic and organized procedures, by which the workforce learns theoretical knowledge for general purpose purposes. According to Kim, if employees are satisfied with their work and if their personality traits are revealed by the organization, it is clear that someone is very pressing on the treatment carried out by employees while consuming certain services and the treatment is very related to the level of education of employees..(14) The Relation of education level to performance delivered by Hariandja stated that the education level of an employee can improve the competitiveness of the company and improve the company's performance. By taking a certain level of education causes an employee to have certain knowledge so that he is able and capable to carry out his duties well. Thus education will affect employee performance.

This study is in line with research conducted by Zaidati et al with the value of Kendall Tau correlation test results obtained P=0.037 (p > 0.005) PR = 1,800 which means there is a relationship between education and the activity of posyandu cadres.(16) the results of this study are in line with Hamyatri Rawalilah 2018 obtained p value for each independent variable, namely education p-value=0.004 PR=549 meaning that there is a relationship between education and the activity of Posyandu cadres.(17) this study is not in line with Fitriani's research with p - value=1,000 then Ha is accepted. Conclusion: there was no effect of respondents ' education on the activity of cadres in Bahung Sibatu-batu Village, Sei Dadap District, Asahan Regency.

CONCLUSION

Education variable is the most dominant variable that affects the activity of cadres. It is expected that the Healt Center Siulak Mukai pay attention to the level of education of cadres during recruitment. For posyandu cadres to better carry out posyandu activities in accordance with their duties and responsibilities and are expected to be more active in visiting people's homes to continue to monitor their health and motivate them to take advantage of posyandu.

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