

# The Correlation of Motivation with Cadre's Performance in the Implementation of Posyandu

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**Keywords:** Motivation, Cadre's Performance, Posyandu.

**Abstract:** The lack of motivation Posyandu cadres is one of the factor which causes the lack of performance in implementation of posyandu. This purpose of the study was to determine the correlation of motivation with cadre's performance in the implementation of Posyandu at Sumobito Jombang. The design of this study used analytic correlation with Cross Sectional approach. The population of study was Posyandu cadres with total respondents were 40 people, 40 samples were obtained by using total sampling technique. Independent variable was motivation and dependent variable was cadre's performance in the implementation of Posyandu. Data analysis technique used Spearman Rank test. The results of study showed that respondents had strong motivation as many as 67.5% respondents, moderate motivation as many as 30% respondents, weak motivation 2.5% respondent. Whereas respondents who had positive performance in the implementation of Posyandu as many as 70% respondents, and the negative performance as many as 30% respondents. The correlation between motivation variables with cadre's performance  $r = 0.489$  and  $p = 0.001$ . It means that there was a correlation of motivation with cadre's performance in the implementation of Posyandu. It was expected that the profession of nursing could provide input for the profession in developing of nursing planning that would be done the motivation with the Posyandu cadre's performance in the implementation of Posyandu.

## 1 BACKGROUND

Every Posyandu cadre has a different attitude and motivation in the implementation of Posyandu. This condition affects the quality of Posyandu service. According to (Widiastuti et al. 2006), cadre motivation in performing Posyandu service is only on the desire to fill the spare time. Some have a fairly idealistic motivation for example to improve the degree of public health in the environment.

The role of cadres is very important because the cadres are responsible for the implementation of the Posyandu program. If the cadre is not active then the implementation of Posyandu will also become non-current and consequently the nutritional status of infant or toddler (Under Five Years) cannot be detected early on clearly. This will directly affect the success rate of Posyandu programs especially in monitoring the growth of infants (Martinah in Vinella 2011).

According to (Ministry of Health RI 2011), the development of Posyandu in Indonesia is very encouraging in quantity, since every village there are about 3-4 Posyandu. At the time the Posyandu was

announced, the number of Posyandu recorded as many as 25,000 Posyandu and in 2009 increased to 266,827 Posyandu with a ratio of 3.55 Posyandu per village. The amount is viewed from the aspect of quality is still found many problems such as the completeness of facilities and skills of the cadre is not adequate. Based on health profile data of East Java Provincial Health Office (2014), the number of posyandu 45,603 Posyandu spread in 38 districts / cities consisted of strata Pratama Posyandu 4.137 (9.07%), Madja 18,532 (40.64%), Purnama 21.843 (46.14%) and Mandiri 1,891 (4.15%). According Sofiyati Sucahyani, the Chairman of Development and Empowerment of Public Health Department of Health.

East Java Province Ideally, every Posyandu has 4 cadres. In East Java province there are 226,829 Posyandu cadres. While, the active cadres in Posyandu as many as 205,227. Based on the data contained in the profile of the District Health Office of Jombang (2016), there are 1,563 Posyandu, and number of inactive were 332 Posyandu. One of the areas in Jombang regency with the highest number of Posyandu disabling rate in Sumobito Health Center

area with the number of Posyandu disablement is 24 from 62 posyandu.

Based on data from health care center of Sumobito was found that the health care center in 2016 has 147 cadres spread in 62 Posyandu with the number of cadres inactivity of 24 people, which is in 11 villages that one of the villages is Curah Malang Village. It has 8 Posyandu with a number of 40 cadres.

Based on data from preliminary study conducted on March 6, 2017 to 10 posyandu cadres in Talun Kidul Village, Sumobito District, it was found that there were 2 less participating members in every posyandu activity. This was because they were busy with their work.

Health Care Center as the spearhead of health development has a mission to encourage community independence in terms of healthy living through community empowerment. The realization of community empowerment efforts is the presence of various forms of Community Based Health Efforts in every work area of health care center. Community Based Health Efforts that more real role and has been able to develop in the community is Integrated Service Post (Posyandu) (Departemen Kesehatan 2006).

The development and improvement of Posyandu service quality is strongly influenced by the participation of the community such as cadres. The function of cadres to Posyandu is very big, that is starting from posyandu pioneering stage, liaison with institutions that support the Posyandu, as implementation planning and as a coach and facilitator to motivate people who participate in Posyandu activities in their area (Departemen Kesehatan 2006).

The performance of good cadres can be seen from its role in running Posyandu starting from before, during and after activity of Posyandu. Based on the guidebook of Posyandu cadres, a cadre should have sufficient knowledge. It is certainly necessary to obtain accuracy in the measurement and to know the existence of growth deviation, so that can be done as early as possible to prevent the occurrence of disruption in the process of growth and development of children under five (Ministry of Health RI 2011).

A person's motivation according to Robbin (2003), is influenced by many things among others are the level of education and age of a person, the higher of education level of a person is the higher motivation to perform their work. The ability to perform tasks is a key element in assessing a person's performance, but tasks cannot be solved properly without being supported by a will and motivation (Nursalam 2015). Recognizing the importance of

cadre role in improving the quality of Posyandu, the government has made efforts to improve the performance of cadres, among others by generating cadre motivation in Posyandu services.

## 2 METHODS

### 2.1 Study Design

The type of this study was correlation method with cross sectional approach.

### 2.2 Study Population, Sampling, Variables

Populations were 40 respondents while the sample was taken for 40 respondents' cadres Posyandu children under five in the Village of Curah Malang Sumobito Jombang. Independent variable was Motivation and the dependent variable was performance.

### 2.3 Measure and Data Analysis

The data collected by using questionnaire and then analyzed by using Spearman Rank Correlation with  $\alpha=0.05$ .

## 3 RESULTS

The result showed that all (100%) of female respondents were 40 respondents. Most (55%) of respondents had high school education. Most (60%) of respondents worked as private workers and Most (52.5%) of respondents aged between 20-40 years. A half (47%) were married and (77.5%) of respondents earned Rp  $\leq$  2,082,730. Most of the respondents (60%) had working period to become cadres'  $\leq$  5 year and (57.5%) had attended the training (table 1).

Most (67.5%) of respondents had strong motivation and (70.0%) of the respondents had a positive performance. Based on cross-tabulation of motivation with cadre performance in Posyandu implementation showed that almost all (85.2%) of respondents had strong motivation with positive performance.

The result of Spearman Rank correlation showed that  $r=0.489$  with  $p=0.001$ . It means that there was a correlation between motivations with the performance of cadres in the implementation of Posyandu with the medium degree of correlation.

Table 1: The demographic data of cadres.

Category	f	(%)
Gender :		
Male	0	0
Female	40	100
Education :		
Elementary	5	12.5
Junior High School	12	30
Senior High School	22	55
College	1	2.5
Occupation :		
Civil servants	2	5
Entrepreneur	8	20
Private entrepreneur	24	60
retired civil servants	1	2.5
Unemployment	5	12.5
Age (years old)		
20-40	21	52.5
41-60	19	47
≥60	0	0
Marital Status :		
Unmarried	0	0
Married	39	47
Widow	1	2.5
Widower	0	0
Income		
Rp ≤ 2.082.730	31	77,5
Rp ≥ 2.082.730	4	10,0
0	5	12,5
Working Period of Cadre		
≤ 5 tahun	24	60,0
≥ 5 tahun	16	40,0

Table 2. Distribution frequency of posyandu cadres motivation.

Category	f	%
Strong	27	67.5
Medium	12	30
Weak	1	2.5
Total	40	100

#### 4 DISCUSSION

Motivation is the desire that founded in an individual that encouraged him to perform actions deeds, actions, behavior or behavior (Notoatmodjo 2007). Based on the results of study and theory could be seen that the motivation was used because without any encouragement from within the self and outside of the individual person then a cadre person could not perform the implementation, action and behavior to achieve a goal of the implementation of Posyandu activities. The situation occurred because there were

several factors that affect motivation such as age, marital status of respondents.

Most aged 41-60 years had a strong motivation. This happens because the holder of an important role of the motivation as one of the internal factors, internal factors was the motivation that come from within the human self, usually arise from the behaviour that meet the needs to be satisfied. Maturity of age would affect the process of thinking and decision making in conducting activities that support his achievements (Sari N, 2014).

Based on the results of study and theory can be seen that age was a factor that made respondents had a strong motivation. With the motivation they were more enthusiastic because their age was enough with the physical condition in accordance with age both physically and spiritually healthy then a person gets encouragement, think better and mature in doing activities effectively in carrying out activities according to the implementation procedure that will be done to achieve a goals by getting good results or achievements on the individual or group.

Respondents who had married had a strong motivation. This is because social support in the form of emotional support from other family members, friends, time and money are important factors in compliance with the medical program (Niven 2002).

Most of respondents had a positive performance. Performance is a description of the achievement of a program of strategic planning and operational activities of an individual or group of persons in an organization both in quantity and quality, in accordance with the authority and duties of responsibility, legal and not violating the law, ethics and moral. Performance itself is a description of the vision, mission, goals and strategy of the organization (Supriyanto & Wulandari 2007).

Based on the results of study and theory can be seen that the performance of cadres can be influenced by various factors. This situation can be seen that the performance of cadres were positive, both in quantity and quality in accordance with the authority and responsibility, legal and do not violate the law is a program of individual and group activities to achieve a goal in the implementation of Posyandu.

Most of respondents aged 41-60 years had a positive performance. It happens because a worker or an employee in an organization or work institution was influenced by many factors, both within the employee itself and the environmental or organizational factors of the work itself, one of them (Notoatmodjo 2010). The age of the individual leads to changes in physical and psychological aspects related to mental development and individual mind-

set (Fitriyah & Makhfudli 2009). (Widiastuti et al. 2006), explained Posyandu cadres who were younger age would be easier to invite mother toddler in doing weighing under five years age difference from either too old or same age.

Based on the results of study and theory can be seen that the increase of age was going to happen a physical changes or work patterns of a person to the activity, so with the mind-set of a person when the older or increasing age then the mind-set of performance or activity would be less effective, young people thus still have a physical and mind-set that can be effectively controlled then to follow the activities in the implementation Posyandu hence easier and more effective according to the provisions of the implementation.

Respondents who have high school education had a positive performance. This occurred because education could affect the behavior, lifestyle of individuals, especially in motivation to participate in health development efforts (Widiastuti et al. 2006). Individuals with higher education were easier to understand information and there was a tendency to be concerned about health for the sake of improving the quality of life (Fitriyah & Makhfudli 2009). Peer education and under-five mother with age that is not old able to build a positive norm in his group for healthy living (Widiastuti et al. 2006). Higher education will easily get the information so that more knowledge owned (Widagdo et al. 2009). The study by (Widiastuti et al. 2006) mentioned the knowledge of cadres had a positive correlation to the utilization of weighing toddlers in Posyandu. High school education was high school and can be categorized enough to receive insight.

Based on the results of study and theory could be seen that the higher the education of a person affect their performance. This was due to the knowledge or ability to think properly, especially about the importance of cadre performance in the implementation of Posyandu maximally in accordance with the desire or motivation they were expected or achieved in implementing such an activity.

Respondents who work as private workers with a positive performance. This happens because Attitude was defined as the tendency to act in the form of individual closed response to the stimulus (Notoatmodjo 2010). This attitude would guide individual behavior (Sunaryo 2004). The cadres should have free time. The condition was intended, the type of work will affect the activeness of cadres in Posyandu (Notoatmodjo 2005 in (Bangun 2012).

Based on the results of study with the theory can be seen that attitude (attitude), work can affect the implementation of Posyandu. This is because if the respondent has the attitude or work that is so binding as employees of the factory, employees of private offices and so the respondents lack the free time to follow the implementation of Posyandu due to limited time and attitudes of them in the readiness to react to the implementation of Posyandu activities. Married respondents had married with a positive performance. This happens because the marital status affects the cadres carrying out the Posyandu activities because there is family support. The cadres must share the time, attention, energy provided to the community and family. Nurhayati 1997 study in (Nilawati 2008), states that unmarried cadres certainly do not have the attachment and busyness of the household so there is spare time to contribute in Posyandu (Pinem 2010).

Based on the results of study with the theory can be known that marital status can affect the performance of cadres. This was because if they got support from their husbands or families in carrying out an activity outside the family's interest without any support then the activity can hinder due to lack of motivation from self-obtained from family and husband.

Respondents who had income Rp  $\leq$  2,082,730 had a positive performance. This was because Efendi and Cahyadi 2005 in (Lubis 2010), mentioned the individual factors of income influencing the role of posyandu cadres. Similar conditions are expressed in (Nilawati 2008) research, which finds one of the traits of active cadres who have income. Based on the results of study and theory can be seen that someone respondents who had income can be distinguished her activeness because of the income effect more participate in an activity due to wages or their work as a supporter in the implementation of these activities.

Respondents had a working period to become cadres  $\leq$  5 years with a positive performance. This is because the intensity of individual work had a correlation with the skills of the task implementation (Robbins, 1996 in (Bangun 2012). The basic of such statements was the years of work expressed as work experience, may form the basic of individual productivity estimates because seniority in work would be more focused (Robbins & Judge 2008). The results of (Widagdo et al. 2009), explained the longer of cadre, the more experience and knowledge so that service to the visiting community becomes good and quality. Based on the results of study and theory could be known that the cadres were active or positive in the implementation of Posyandu activities because

gaining experience from seniors or cadres whose working period is longer than them. This may result in the performance of the cadres, without any learning or experience they are less effective in implementing the Posyandu.

Most respondents had a strong motivation with a positive performance. The results of statistical tests Spearman Rank showed there was a relationship between motivation with the performance of cadres in the implementation of Posyandu. The results were also known level of relationship between the numbers 0,400 - 0,599 with the medium category. This is because Motivation was the drive that caused the individual to do business and work (WHO et al. 1999), (Syahmasa 2002) explained that cadre motivation indicators consisting of incentives / wages, recognition of individuals, group acceptance had a significant relationship to the performance of cadres in participating in improving nursing services in Posyandu. Performance is effort (activity) plus work result, (Supriyanto & Wulandari 2007).

Based on the results of study and theory could be seen that of 23 respondents had a strong motivation and had a positive performance. Motivation included factors from the performance of cadres in the implementation of Posyandu so that cadre performance had positive outcomes in accordance with existing procedures or rules. Without motivation, the cadres could not perform well in the implementation of Posyandu, because motivation was an incentive to achieve a desire or a person's goals.

## 5 CONCLUSIONS

Most Posyandu cadres motivation had strong motivation and positive performance. There was a relationship of motivation with the performance of cadres in the implementation of Posyandu.

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