

Relationship between Knowledge and Posyandu Cadre Motivation in Improving the Quality of Stunting Toddlers in Summersari Village, Lowokwaru District, Malang City

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ABSTRACT

The result of a preliminary study in Summersari Village Malang, can be seen from the problems that occur there are still many cadres who do not understand about stunting and less of motivation from the result interview conducted with 15 Posyandu Cadre's obtained a good percentage (14%), medium (46%), and low (40%). Objective: The objective of the study is to investigate the correlation between knowledge and cadre's motivation in improving the quality of life stunting toddlers in Summersari Village, Malang Method: The study employed analytical correlation with cross sectional design. The study was conducted on July 20 2017. The population of the study was 67 Posyandu cadres with a sample of 64 cadre's. probability sampling was used as sampling technique with the Simple Random Sampling technique. The data were collected through questionnaire. The data were analyzed by using the Spearman Rank correlation. Result: The result showed that cadres with enough knowledge were 31 people (48.4%), and 29 people have less motivation (45.3%). The result of statistical test of the knowledge obtained significant p-value = 0.006 <0.05 with a Spearman Rank correlation value of 0.338 (positive correlation). Conclusion and Suggestion: There was a correlation between knowledge and motivation of posyandu cadres in improving the quality of life for stunting toddlers in Summersari Village. It is expected that cadres increase their knowledge and motivation by having willing and support to learn deeper to get a better result. The result of statistical test of the knowledge obtained significant p-value = 0.006 <0.05 with a Spearman Rank correlation value of 0.338 (positive correlation). Conclusion and Suggestion: There was a correlation between knowledge and motivation of posyandu cadres in improving the quality of life for stunting toddlers in Summersari Village. It is expected that cadres increase their knowledge and motivation by having willing and support to learn deeper to get a better result. The result of statistical test of the knowledge obtained significant p-value = 0.006 <0.05 with a Spearman Rank correlation value of 0.338 (positive correlation). Conclusion and Suggestion: There was a correlation between knowledge and motivation of posyandu cadres in improving the quality of life for stunting toddlers in Summersari Village.

Keywords : Knowledge, Motivation and Posyandu Cadres

INTRODUCTION

The presence of Posyandu in Indonesia has contributed significantly to reducing maternal and child mortality. Posyandu also has a major contribution in achieving health development goals. The success of government programs that have been implemented can be seen from the reduction in the maternal mortality rate (MMR) from 307 in 2004 to 228 per 100,000 live births in 2007, the decrease in the infant mortality rate (IMR) from 35 in 2004 to 26.9 per 1,000 live births in 2007. As well as a decrease in the prevalence of malnutrition from 23.2% in 2003 to 18.4% in 2007. In this case, efforts are needed to improve community health development through community empowerment, including private and civil society.

Posyandu is a form of community participation approach in the health sector managed by

Posyandu cadres who have received education and training from Puskesmas (Simanjuntak 2012). This community empowerment effort through cadres is in line with Law number 23 of 1992 which contains the objectives of public health development, one of which is to increase community independence in overcoming health problems in their environment. Posyandu managed by the puskesmas cannot be separated from the role of the community through the presence of cadres. The role that cadres have is one of the benchmarks for the success of Posyandu which has a very important role, namely providing health services that are able to reach the community and make face-to-face meetings more often than other health workers.

Performance is the result of work in quality and quantity achieved by an employee in carrying out their duties in accordance with the given responsibilities (Simanjuntak, 2012). a cadre has the ability, willingness, and effort to generate motivation, after motivation can result in activities carried out by health cadres who have received education and training from puskesmas staff on basic health services. (Indonesian Ministry of Health, 2015).

Motivation is defined as (energy) someone who can raise the level of persistence and enthusiasm in carrying out an activity. Both those originating from within the individual (intrinsic motivation) and outside the individual (extrinsic motivation) (Sardiman, 2011). Motivation both from within the cadres themselves (intrinsic), namely the willingness of cadres to provide self-based services to improve health or from outside (extrinsic) such as positive support from the family will affect the activeness of cadres where positive family support will lead to encouragement for work motivation strong for a cadre in providing services at Posyandu.

From the results of a preliminary study conducted at the Dinoyo Public Health Center, one of the Puskesmas in Malang, the working area of the puskesmas is Summersari Village. From the information obtained, the Summersari Village has 4 posyandu with 76 cadres, 263 toddlers under 5 years of age. From the results of an interview with one of the Posyandu cadres, Summersari said that not all cadres came at the time of the Posyandu implementation, sometimes table 1 and table 2 were combined and run by one cadre. Prior to the implementation of the Posyandu, the cadres first notified or invited mothers who had babies or toddlers to come to the Posyandu by visiting houses, but in Summersari Village, not all cadres came to homes so that not all mothers who had Posyandu had babies or toddlers participate in posyandu activities. The success of the Posyandu program in Summersari Village has also not been optimal. This can be seen from the fact that there are still 17 toddlers who suffer from stunting in 2018 because of not only lack of economic factors but also knowledge about nutrition and patience in providing nutritional intake for toddlers, a lack of understanding of stunting is one of the problems that must be immediately be overcome where cadres as the spearheads for the success of maternal and child health have an important role by making an approach to the community that should be able to direct or provide motivation so that the condition of stunting can be overcome .

Problems related to Posyandu cadres' motivation are: 1) cadres who are less active so that services do not run smoothly, 2) cadres are limited due to cadres dropping out because they are more interested in other places that provide economic benefits, 3) cadres as volunteers feel saturation and there is no reward for cadres who can motivate them to work. The decline in cadres performance was caused by a lack of motivation and activeness of cadres. According to Widiastuti (2007), cadres motivation in posyandu activities is a dominant factor that greatly influences the level of posyandu utilization. Posyandu cadres will give satisfactory results if they have good motivation. However, the problem that occurs is that there are still many cadres who are less motivated as seen from the results of interviews conducted with 15 Posyandu cadres, Obtained based on good (14%), moderate (46%) and low (40%) percentages. From the explanation above, the researcher wants to do research to determine whether there is a relationship between knowledge and work motivation of Posyandu cadres in improving the

quality of stunting children in Summersari Village, Lowokwaru District, Malang City.

METHODS

Types of research

This study uses a type of research, namely correlation analytic, which is a way to determine whether or not there is a variable relationship. The strength between variables can be seen from the correlation coefficient value. With a cross sectional approach. Cross-sectional research is a cross-sectional study with cause or risk and effect variables or cases that occur in the object of research which are measured and collected simultaneously, for a moment or once at a time at the same time (Setiadi, 2007) .

Population and Sample

Population is a generalization area consisting of subjects or objects that have certain qualities and characteristics that are determined by researchers to study and draw conclusions. The population in this study were all 76 posyandu cadres in Summersari Village.

The research sample is part of the overall object under study and is considered to represent the entire population (Sugiono, 2011). The sample size in this study can be determined by the Slovin formula (Notoatmodjo, 2010), which is 64 respondents.

Location and Time of Research

The research was conducted in Summersari Village, Lawokwaru District, Malang. This research took place from June to August 2020.

Data collection technique

Data collection techniques in this study were obtained directly from Cadres by eliminating questionnaires the relationship between knowledge and work motivation at Posyandu cadres in improving the quality of life of stunting for children in Summersari Village, Lowokwaru District, Malang City.

Research Instruments

The instrument for this research is the knowledge and motivation of the cadres by using a questionnaire measuring instrument using a check list (✓). The questions in this questionnaire use closed questions, questions like this have the advantage of being able to easily direct respondents' answers (Notoatmodjo, 2010).

Data analysis technique

Data processing that is done is: editing, coding, transferring, and tabulating. The statistical test used is the correlation product moment according to the Spearman Rank to analyze two variables with an ordinal scale (Riwidikdo, 2006).

The data obtained from the questionnaire were processed manually and then tabulated and the percentage was calculated. To find out the knowledge of Posyandu cadres, an assessment of results was carried out with a range of values (Arikunto, 2006):

76% - 100%: high category

56% - 75%: medium category

<56%: low category

The results of the study were presented in the form of distribution tables and analysis to obtain a relationship between knowledge and motivation of posyandu cadres in improving the quality of life for stunting children using the Spearman Rank statistical test with the decision to test the research hypothesis based on a significant level of 0.05. Computer-assisted testing of the SPSS (Statistical Program for Social Science) statistical package.

RESULTS

A. Univariate Analysis

This general data consists of data on the cadres' age, occupation and latest education:

Table 5.2.1
Respondents Distribution Data by Age
Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	26-35	31	48.4	48.4	48.4
	36-45	28	43.8	43.8	92.2
	> 45	5	7.8	7.8	100.0
	Total	64	100.0	100.0	

Based on table 5.2.1, it shows that of the 64 research respondents, it was found that the cadre age or age of the most dominant respondents was 26-35 years with a total of 31 respondents (48.4%), compared to the age of respondents > 45 years, which is the lowest with a number of 5 respondents (7.8%).

Table 5.2.2
Respondents Distribution Data Based on Education
Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD / SMP	10	15.6	15.6	15.6
	High school	54	84.4	84.4	100.0
	Total	64	100.0	100.0	

Based on table 5.2.2, it shows that the most dominant level of education for mothers is SMA, which is 54 out of 64 respondents (84.4%) and the minimum level of education for mothers is SD / SMP, which is 10 respondents out of 64 respondents (15.6%).

Table 5.2.3
Respondents Distribution Data by Occupation
Profession

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	IRT / Not Working	51	79.7	79.7	79.7
	Private	3	4.7	4.7	84.4
	entrepreneur	10	15.6	15.6	100.0
	Total	64	100.0	100.0	

Based on table 5.2.3, it shows that housewives are the most dominant occupation with 51 out of 64 respondents (79.7%) and private is the least occupation with 3 out of 64 respondents (4.7%).

Table 5.2.4
Respondent Distribution Data Based on Knowledge
Knowledge

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Well	19	29.7	29.7	29.7
	Enough	31	48.4	48.4	78.1
	Less	14	21.9	21.9	100.0
	Total	64	100.0	100.0	

Based on table 5.2.4, it shows that the knowledge level of cadres is sufficiently knowledgeable as many as 31 respondents from 64 respondents (48.4%) compared to Good knowledge of 19 respondents from 64 respondents (29.7%).

Table 5.2.5
Respondents Distribution Data Based on Motivation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Motivation	10	15.6	15.6	15.6
	Moderate	25	39.1	39.1	54.7
	Motivation				
	Low Motivation	29	45.3	45.3	100.0
	Total	64	100.0	100.0	

Based on table 5.2.5, it shows that the cadres' motivation level is mostly Low Motivation, as many as 29 out of 64 respondents (45.3%) and Strong Motivation is at least 10 respondents out of 64 respondents (15.6%).

B. Bivariate Analysis

Bivariate analysis was carried out to analyze the relationship between Knowledge and Motivation of Posyandu cadres in improving the quality of life of stunting children in Summersari Village, Malang, using the Spearman Rank test, it can be seen as follows:

Correlations

			Knowledge	Motivation
Spearman's rho	Knowledge	Correlation	1,000	.338 **
		Coefficient		
		Sig. (2-tailed)	.	.006
	Motivation	N	64	64
		Correlation	.338 **	1,000
		Coefficient		
		Sig. (2-tailed)	.006	.
		N	64	64

**. Correlation is significant at the 0.01 level (2-tailed).

The results of the statistical test indicate that there is a relationship between knowledge and Posyandu cadre motivation in Summersari Village, the significance value in the results shows (p-value = 0.006. <0.05) and the correlation coefficient is 0.338 ** which means the

level of relationship strength (kolesari) between knowledge and posyandu cadres' work motivation is 0.338 ** or Enough with a positive value (one-way relationship).

DISCUSSION

A. Description of cadres' knowledge in improving the quality of stunting toddlers in Summersari Village, Malang

The results of the research from 64 respondents found that cadres who had sufficient knowledge were 31 respondents (48.4%) and cadres who had good knowledge were 19 respondents (29.7%). The majority of cadres' knowledge is still sufficient due to the lack of health information, especially nutrition problems or toddler growth and development. In addition, there are cadres who do not understand or know the main task of being a posyandu cadre (early detection of child development by weighing and providing nutrition). This shows that the knowledge of cadres in Summersari Village regarding tasks and functions, forms of service activities in improving the quality of toddlers is still lacking so that training needs to be provided, including:

- a. Training on child development
- b. Main duties training and
- c. function (TUPOKSI) as a cadre
- d. Parenting Training Parenting
- e. Training on the importance of the first 1000 days of life (HPK) / golden period of child development

This is in line with research conducted by Latif (2010) which states that the results of cadres' answers regarding cadres' knowledge of the meaning, objectives, duties and functions, requirements for becoming a cadre, and five posyandu activities show that most of the cadres' knowledge is not good at 68.6%. (a total of 48 cadres), so it is necessary to provide training for new cadres and refreshing cadres for cadres who have attended training.

The role of cadres is very important in monitoring the development of early childhood, which is the provision for carrying out their duties, so that posyandu cadres can find out about irregularities in child development and prevention efforts can be given with clear indications as early as possible during critical times of the growth and development process.

Posyandu activities are very dependent on the role of cadres. Posyandu cadres are volunteers who come from the community who are considered to have more abilities than other community members. However, the role of cadres is still relatively low because they are voluntary and do not receive a salary, so there is no guarantee that cadres will carry out their functions properly as expected (Wulandari and Husniyawati, 2016).

B. Description of Cadre Motivation in improving the quality of stunting toddlers in Summersari Village, Malang

Based on the results of the study, most of the respondents who had low motivation were 29 out of 64 respondents (45.3%) and strong motivation was at least 10 out of 64 respondents (15.6%).

There are very many respondents who have low motivation in posyandu service activities, namely 29 cadres, this can be interpreted that from the beginning they worked as posyandu cadres did not have curiosity or want to know what the actual Posyandu service activities were, despite being a posyandu cadre. very important. In addition, there are cadres who are lazy and rarely present to carry out their duties as posyandu cadres.

According to Slameto (2010), motivation is a process that determines the level of activity, intensity, consistency, and general direction of human behavior. There is motivation, it is hoped that every job will be done effectively and efficiently.

In this study, most of the cadres had insufficient motivation due to lack of knowledge and lack

of information regarding the growth and development of toddlers. The factors that influence motivation are the desire from within oneself, the level of knowledge and the level of education. The results of this study are in accordance with the theory that the cadres' motivation is influenced by factors of knowledge and education (Erfandi, 2008).

C. Analysis of Relationship between Knowledge and Cadre Motivation in improving the quality of children under five with stunting in Summersari Village, Malang

The results of statistical tests using the Spearman Rank where the $p\text{-value} = 0.006 < 0.05$ (significant) means that there is a relationship between knowledge and cadres' motivation in improving the quality of stunting children in Summersari Village, Malang. The Spearman Rank correlation value of 0.338 (positive correlation) means that the better the knowledge of the cadres, the better the motivation that is given. This research is in accordance with the research conducted by Haryanto Adi Nugroho (2008) regarding the relationship between knowledge and motivation of Posyandu cadres with the activeness of Posyandu cadres. Respondents' knowledge, namely 22 (73.3%) respondents have knowledge is not good and 21 (70%) respondents are classified as having poor motivation and 22 (73.3%) respondents are less active in posyandu activities. The results of statistical tests showed that there was a relationship between knowledge and posyandu activeness supported by a $p\text{ value} = 0,000$ and a value of $r = 0.784$ and there was a relationship between motivation and posyandu activeness $p\text{ value}: 0.001$ and a value of $r = 0.585$.

Knowledge is the result of knowing and this happens after people sense a certain object. Sensing occurs through the human senses, namely the senses of sight, hearing, smell, taste and touch. Most of human knowledge is obtained through the eyes and ears. Knowledge is a very important dominant in the form of one's actions (Notoadmodjo S, 2012). Education is needed to obtain information, for example things that support health so as to improve the quality of life and self-actualization. Therefore, the higher a person's education level, the easier it is to receive information so that the more knowledge one has and the easier it is for that person to receive information.

Adequate knowledge of cadres is influenced by the training they have attended. Most of the cadres in the study had not attended training on nutrition issues. Training is a form of health education process through training for learning targets who will gain experience so that they can get behavior change (Afni, 2014).

In this study, most of the cadres have sufficient motivation, motivation will encourage them to do their best to carry out their duties so that their performance is also good. Furthermore, most of their education has graduated from high school education. Their education is related to the ability to absorb information, with sufficient knowledge if cadres can absorb the information conveyed to them either through counseling or other information it will change their actions or behavior in acting which will affect their performance.

Motivation shows the desire to do everything in your power to achieve a goal. Cadres with high motivation will try hard. Cadres with moderate motivation may be performing insufficiently or sufficiently. This is in line with the descriptive results in research shows someone with high motivation tends to show good performance too. Motivation is generally concerned with fulfilling all goals. Every individual in an organization the level of motivation that one person has from another must be different. Cadres as part of the Posyandu organization also have different levels of motivation from one another (Wulandari and Husniyawati, 2016).

The motivation of the cadres is quite influenced by the knowledge of the cadres, most of whom have sufficient knowledge. Motivation is a condition within a person that encourages the individual's desire to carry out certain activities in order to achieve a goal. This person's motivation provides encouragement or enthusiasm to work to meet needs (Notoatmodjo, 2012). In addition, according to Siagian (2012) there are still several factors that influence motivation,

namely biographical characteristics, personality, perceptions, learning abilities as well as physical abilities. Because in this study the age of the respondents is different, so their motivation will also experience differences.

CONCLUSION

1. Most of the cadres who had sufficient knowledge were 31 people (48.4%).
2. Most of the cadres who have low motivation are 29 people (45.3%).
3. There is a relationship between knowledge and motivation of posyandu cadres in improving the quality of life for stunting children in Sumber Sari Village, Malang. with the results of statistical tests using the Spearman Rank $p\text{-value} = 0.006 < 0.05$ which is stated as significant and the Spearman Rank correlation value is 0.338 (positive correlation).

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