

Factors Associated With Cadre Participation in Posyandu Activities in the Meuraxa Area of Banda Aceh

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ABSTRACT

Cadres are members of the local community who are elected, reviewed by the community and work voluntarily. The role of cadres in improving the level of public health is very much needed, one of which is in efforts to reduce infant and toddler mortality rates, and stabilize birth rates so that happy and prosperous small families can be created with family planning programs that can be promoted by cadres to the community. The research aims to assess factors related to cadre participation in posyandu activities in Meuraxa District, Banda Aceh City. This research uses an analytical survey method with a cross sectional approach. The population in the study were all Posyandu cadres in Meuraxa District, Banda Aceh City, totaling 30 people. which consists of 6 Posyandu and each Posyandu has 5 cadres. The results show that there is a significant relationship between knowledge, cadre needs, appreciation, the role of community leaders and the role of health workers where the p-value of these five variables is 0.000 with the participation of posyandu cadres in Meuraxa District, Banda Aceh City. The health center and the Medan city health office can develop policies that can increase cadre participation in posyandu activities, such as maximizing cadre refreshment, providing the latest information about health and adding nutritional health workers to posyandu activities. the role of community leaders and the role of health workers where the p-value of these five variables is 0.000 with the participation of posyandu cadres in Meuraxa District, Banda Aceh City. The health center and the Medan city health office can develop policies that can increase cadre participation in posyandu activities, such as maximizing cadre refreshment, providing the latest information about health and adding nutritional health workers to posyandu activities. the role of community leaders and the role of health workers where the p-value of these five variables is 0.000 with the participation of posyandu cadres in Meuraxa District, Banda Aceh City.

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1. INTRODUCTION

The role of cadres in improving the level of public health is very much needed, one of which is to reduce the mortality rate for infants and toddlers, and stabilize the birth rate so that happy and prosperous small families can be created with family planning programs that can be promoted by cadres to the community [1].

Realizing that there has been a decline in community participation to play an active role in improving health status which is caused by various factors including, the lack of guidance provided by community health center officers to cadres, lack of knowledge of cadres, lack of awards given to cadres, and the absence of selection in selecting cadres [2]. For this reason, an effort is needed so that the community is willing to play an active role again in improving the health status of the community in their area by carrying out a restructuring effort which is better known as posyandu revitalization [3]. Posyandu activities are one of the community-based health efforts that involve community participation in health service efforts from the community, by the community and for the community,

which are carried out by health cadres who have received education and training from the community health center regarding basic health services [4].

According to the Medan city health profile, in 2018 the number of posyandu decreased by 530 units compared to 2019, namely from 46,275 to 45,745 units. Likewise, the number of active cadres has decreased by 46,652 cadres compared to 2019, namely from 194,552 cadres to 147,900 cadres [5].

Based on report data on December 15 2017, it is known that the number of cadres is 30 people divided into 6 posyandu, regarding the number of active cadres there is no yet and seen from the level of independence, posyandu is included in the middle level which has main program coverage such as family planning, KIA, nutrition and immunization still low, namely less than 50%. According to the results of interviews conducted by the author with 12 cadres in Selatbaru, 8 cadres said that they still did not understand how to fill out the KMS and also did not understand that the KMS could be used as a tool to measure the health of toddlers. Apart from that, they also said there was a lack of guidance, motivation and training. which is carried out on an ongoing basis by community health center officers who should be given 8 coaching sessions a year, it turns out that only 3-4 coaching is given a year. Furthermore, they stated that there was a lack of appreciation that they received, both material and non-material awards from the government and local residents, then in terms of selection, there were some of them who were not selected by the community health center officers but were appointed directly by the village head. Meanwhile, 4 other cadres said that they as cadres had provided health services as they should. Based on this data, the author felt interested in observing more closely the phenomena that actually occurred in posyandu in Meuraxa District, Banda Aceh City B. For this reason, the author took the title "Factors." Factors Associated with Cadre Participation in Posyandu Activities in Meuraxa District, Banda Aceh City.

2. METHOD

This research uses the cross-sectional analytical method where the independent variable is crossed with the dependent variable to find out the significant relationship between the two variables (Kurniawan, 2018). The research was conducted at 6 Posyandu in Meuraxa District, Banda Aceh City. The research was conducted in September 2022 - March 2023. The population in the research were all Posyandu cadres in the Meuraxa District, Banda Aceh City, totaling 30 people, consisting of 6 Posyandu and each Posyandu had 5 cadres. The sample in this study consisted of the total cadre population, namely 30 people.

3. RESULTS AND DISCUSSION

Frequency Distribution of Respondents at Posyandu in Meuraxa District, Banda Aceh City

No	Characteristics	f	(%)
1.	Age		
	20 – 25 Years	3	10.0
	26 – 30 Years	10	33.3
	31 – 35 Years	17	56.7
Total		30	100
2.	Gender		
	Woman	30	100
Total		30	100
3.	Education		
	SENIOR HIGH SCHOOL	30	100
Total		30	100
4.	Work		
	IRT	21	70.1
	Civil servants	4	13.3
	Laborer	1	3.3
	Self-employed	4	13.3

Total	30	100
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It can be seen that the majority of respondents are 31 - 35 years old, namely 56.7%, the overall gender is female, namely 100% and the overall education of respondents is high school, 100% and the majority of respondents' occupation is as housewives, namely 70%.

Distribution of Cadre Knowledge about Posyandu in Meuraxa District, Banda Aceh City

No	Level Knowledge	f	(%)
1.	Good	5	16.7
2.	Enough	15	50.0
3.	Not enough	10	33.3
Total		30	100

It can be seen that the cadres' knowledge about posyandu is within sufficient criteria, namely 50.0%.

Distribution of Cadre Development in Meuraxa District, Banda Aceh City

No	Coaching	f	(%)
1.	Routine	10	33.3
2.	Not a routine	20	66.7
Total		30	100

It can be seen that the training received by the majority of cadres is not routine, namely 66.7%.

Distribution of Cadre Awards in Meuraxa District, Banda Aceh City

No	Award	f	(%)
1.	Given	14	46.7
2.	Not given	16	53.3
Total		30	100

It can be seen that the majority of cadres are not given awards, namely 53.3%

Distribution of Cadre Selection in Meuraxa District, Banda Aceh City

No	Selection	f	(%)
1.	There is selection	10	33.3
2.	No selection	20	66.7
Total		30	100

It can be seen that the majority of cadres who were not selected were 66.7%

Distribution of Cadre Participation in Meuraxa District, Banda Aceh City

No	Award	f	(%)
1.	Active	13	43.3
2.	Not active	17	56.7
Total		30	100

It can be seen that the majority of cadre participation is inactive, namely 56.7%.

The Relationship between Cadre Knowledge and Cadre Participation in Posyandu Activities in Meuraxa District, Banda Aceh City

No	Knowledge Cadre	Cadre Participation		Total	P
		Not active	Active		
		f	%	f	%

1. Good	2	6,7	3	10.0	5	16.7	0.002
2. Enough	5	16.7	10	33.3	15	50.0	
3. Not enough	10	33.3	0	0	10	33.3	
Total	17	56.7	13	43.3	30	100	

It is known that of the 5 (16.7%) respondents who had a good level of knowledge, 2 (6.7%) of them did not actively participate. . Then, of the 15 (50.0%) respondents who had sufficient knowledge, 5 (16.7%) of them did not actively participate. And of the 10 (33.3%) respondents who had less knowledge about posyandu, 10 (33.3%) respondents (all) did not actively participate in posyandu activities,

From the statistical test results, it was obtained that the value $p = 0.002 < 0.05$, meaning that there is a relationship between cadre knowledge and cadre participation.

Relationship between Cadre Development and Cadre Participation in Posyandu Activitiesin Meuraxa District, Banda Aceh City

No	Coaching Cadre	Cadre Participation				Total	P	
		No Active		Active				
		f	%	f	%	f	%	
1.	Routine	1	3.3	9	30.0	10	33.3	0,000
2.	Not routine	16	53.3	4	13.3	20	66.7	
Total		17	56.7	13	43.3	30	100	

It is known that of the 20 (66.7%) respondents who were not routinely given coaching, 16 (53.3%) respondents did not actively participate in posyandu activities, while of the 10 (33.3%) respondents who were regularly given coaching, 9 (30.0%) of them actively participate in posyandu activities.

From the statistical test results, it was obtained that the value $p = 0.000 < 0.05$, meaning that there is a relationship between cadre development and cadre participation.

The Relationship between Giving Cadre Awards and Cadre Participation in Posyandu Activitiesin Meuraxa District, Banda Aceh City

No	Awards Cadr e	Cadre Participation				Total	P	
		No Active		Active				
		f	%	f	%	f	%	
1.	Given	5	16.7	9	30.0	14	46.7	0.031
2.	Not given	1	40.0	4	13.3	5	53.3	
Total		6	56.7	13	43.3	19	100	

It is known that of the 16 (53.3%) respondents who were not given awards, 12 (40.0%) respondents did not actively participate in posyandu activities, while of the 14 (46.7%) respondents who were given awards, 5 (16.7%) of the respondents did not actively participate in posyandu

activities. From the results of statistical tests, it was found that the value of $p = 0.031 < 0.05$, meaning that there is a relationship between giving cadre awards and cadre participation

The Relationship between Cadre Selection and Cadre Participation in Posyandu Activities in Meuraxa District, Banda Aceh City

No	Sele tion Cadr e	Cadre Participation		Total	P			
		No Active	% f			% f	%	
1.	There is selection	1	3.3	9	30.0	10	33.3	0,000
2.	No selection	16	53.3	4	13.3	20	66.7	
Total		17	56.7	13	43.3	30	100	

The Relationship between Cadre Knowledge and Cadre Participation in Posyandu Activities in Meuraxa District, Banda Aceh City

Based on the research results, it shows that of the 30 respondents, only 5 (16.7%) respondents had a good level of knowledge and 2 (6.7%) respondents did not actively participate in posyandu activities. Based on field observations, this occurred because there was no award in the form of incentive funds for cadres, so respondents felt that there were activities that were more important than being a cadre. This is supported by the theory which states that separate efforts are needed so that cadres believe in the importance of knowledge by means of teaching and learning in accordance with the changes felt by cadres with appropriate teaching and learning methods and sometimes these changes in behavior require material support (Kurniawan, 2018) .

The Relationship between Cadre Development and Cadre Participation in Posyandu Activities in Meuraxa District, Banda Aceh City

Based on the research results of 10 (33.3%) respondents who answered that they received routine coaching from community health center officers every month, there was still 1 (3.3%) respondent who did not actively participate. Based on observations in the field, the problem was found to be that these cadres were faced with two choices between working to help earn a living for their families or working as cadres. And this makes respondents less motivated to take part in posyandu activities (Emilia, 2019). This is also explained in theory, namely that the development of cadres is difficult for the community health center because they work voluntarily while they are faced with the choice of working to cover the economic needs of their families and themselves. However, cadres' insight and work motivation should continue to be developed so that the tasks assigned to them can be carried out optimally. They must be made aware that their duties are very important for the development of the health of their citizens so that their duties are not solely for the benefit of health programs but also to maintain the health of the citizens as a whole (Calundu, R, 2018).

The Relationship between Giving Cadre Awards and Cadre Participation in Posyandu Activities in Meuraxa District, Banda Aceh City

In cadre activities there is an element of volunteerism which is important, because the function of cadres is indeed a social task. But this does not mean that a cadre does not need rewards, whether non-material or material in nature. (Akbar, 2019).

Based on the research results, it is known that of the 14 (46.7%) respondents who answered that they received awards, 5 (16.7%) of them did not actively participate in posyandu activities. Based on observations in the field, the awards that respondents received were more of non-material awards such as words of praise from the local community. Meanwhile, only a few posyandu give material rewards such as incentive funds to cadres. So this is one of the causes of cadres not actively participating in posyandu activities (Sewa, 2019).

The Relationship between Cadre Selection and Cadre Participation in Posyandu Activities in Meuraxa District, Banda Aceh City

Selection is a systematic effort carried out to ensure that those accepted as members of the organization are the people considered most appropriate to be employed (Sondang, 2016). This is not what happened in the selection of cadres in Selatbaru Village, because the results of the research showed that 20 (66.7%) of the respondents were not selected to become posyandu cadres of their own free will, they were chosen by the village head who directly appointed them and charged them with responsibility as posyandu cadres. . However, 4 (13.3%) respondents actively participated in posyandu activities, this was because they had self-awareness of their responsibilities as a cadre.

Based on the research results, it is known that of the 10 (33.3%) respondents who answered there was a selection of 1 (3.3%) respondents who did not actively participate in posyandu activities. Based on observations, the problem was found, namely that these cadres were faced with two choices between working to help earn a living for their families or working as cadres. And this makes respondents less motivated to take part in posyandu activities (Hulu, 2020).

4. CONCLUSION

Based on the results of research regarding factors related to cadre participation in posyandu activities in Meuraxa District, Banda Aceh City, the following conclusions can be drawn. There is a relationship between cadres' knowledge about posyandu and cadres' participation in posyandu activities in Meuraxa District, Banda Aceh City. There is a relationship between coaching factors and cadre participation in posyandu activities in Meuraxa District, Banda Aceh City. There is a relationship between the factors in giving cadre awards and cadre participation in posyandu activities in Meuraxa District, Banda Aceh City. There is a relationship between selection factors and cadre participation in posyandu activities in Meuraxa District, Banda Aceh City.

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