


Effectiveness Of Posyandu Cadres Towards The Stimulation Program Detection And Intervention Early To Grow Flowers (SDIDTK) Baduta In Jambi City In 2024

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Article Info	ABSTRACT
Keywords: Effectiveness , Motivation , Competence , Communication , Leadership	Background: Stimulation of Early Growth and Development Detection and Intervention (SDIDTK) is an effort to monitor and screen children's physical, mental and emotional development to detect growth disorders and prevent ongoing disorders during the toddler years. The aim of this research is to evaluate the effectiveness of Posyandu cadres in implementing the SDIDTK Program in Jambi City in 2024. Method: This research uses a quantitative approach with a cross-sectional design. The population consists of all SDIDTK program cadres in 44 posyandu, spread across 13 sub-districts and 4 community health centers in Jambi City, with a total population of 220 cadres. The research sample was 51 cadres selected using a multistage sampling technique. Data collection was carried out using a questionnaire that had been tested for validity and reliability. Data analysis was carried out using univariate and bivariate tests using the chi-square test. Results: The results showed a significant relationship between motivation (p-value=0.005, PR 95% CI: 0.310 (0.124-0.774)), competence (p-value=0.006, PR 95% CI: 0.347 (0.154-0.783)), communication skills (p-value=0.036, PR 95% CI: 2.080 (1.089-3.973)), and leadership (p-value=0.006, PR 95% CI: 2.400 (1.417-4.064)) with the effectiveness of posyandu cadres. Conclusion: There is a significant relationship between motivation, competence, communication skills and leadership and the effectiveness of posyandu cadres in implementing the SDIDTK Program in the Jambi City health center work area.
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INTRODUCTION

Health development is an integral part of increase effort development in a way comprehensive And Where Wrong the only one is with organize effort health the child did since child Still in intended content For maintain its survival and improve the quality of life of children to achieve growth And flourishing optimal both physically, mentally, emotionally and socially and have intelligence in accordance with their genetic potential (Hendrawati et al., 2018) . The government has always strived for health in Indonesia since children are not born

until the age of 5 years with the aim of optimizing the child's development and growth in terms of mental, emotional, social, physical and intelligence which can be obtained by maintaining survival and improving the child's quality of life (Hendrawati S, Mardhiyah A, Mediani HS, Nurhidayah I & Adistie F, 2018) . Since 1995 government launch the Detection program And Intervention Early Grow Flowers to all over Puskesmas in Indonesia as effort A comprehensive screening is carried out to find out any deviations in the growth and development of young children and correct possible risk factors . will happen (Syofiah, 2018) .

Early Detection and Intervention Stimulation of Growth and Development (SDIDTK) is a monitoring and screening effort through examination of growth, development and emotional mental health in children to find early deviations and prevent permanent disturbances of growth, development and emotional mental health in toddlers and children. preschool . (Inscription, 2020) This program launched with consideration that all children in Indonesia must grow up free from poverty, have a healthy body and soul and get a good education And the government must ensure that children in Indonesia must live happily, safely and comfortably because sustainable national development starts from children so that adult Indonesian people can be created who can make the best contribution to the nation and state (Ministry of National Development Planning/Bappenas, 2017) . This program has become one of the main tasks of the community health center. SDIDTK is a program designed to carry out early detection of deviations in children's growth and development such as developmental delays, visual and hearing disorders, emotional, emotional mental disorders, and GPHH (Attention Deficit and Hyperactivity Disorder) (RI, 2010) .

The implementation of the SDIDTK program is usually carried out in partnership between family members, health workers, institutions, the community, one of which includes posyandu cadres. Cadres are one of those who play an important role in the success of the government program in implementing Early Intervention Detection Stimulation of Child Growth and Development, because cadres will help prevent child development screening, so that if deviations are found cadres can immediately refer children to more complete facilities and therefore one of the The task of posyandu cadres is to monitor children's growth and development (Pratiwi & Windiyani, 2021) . The cadre's task is very important and complex because the issue of children's growth and development is not only focused on physical growth and development, but also on the psychological development of young children. (Sari & Haryanti, 2019) . Program focus of SDIDTK are children aged 0 – 5 years.

The SDIDTK program covers all aspects, such as routine health checks for children, providing education to parents regarding children's hygiene, caring for children's teeth, improving children's nutrition, health of the residence and surrounding area, how to provide stimulation to children according to the child's age, providing vitamin A capsules , and identify deviations as well as ways to prevent and control diseases that may arise in children And through SDIDTK program , then It is hoped that the worst conditions of irregularities in children's growth and development can be prevented and overcome, such as conditions of poor nutrition. So that children do not fall into worse conditions which will ultimately have a more fatal impact (Mirtha L, Soegiharto B, Endyarni B, Harmoniati E, Soesanti F & Al, nd) .

However, WHO records data that around 5 % - 25% of pre-school children throughout the world suffer from minor brain dysfunction, including fine motor development disorders and based on UNICEF (*United Nation Children's Fund*) data it is also stated that out of 5 million there are as many as developmental delays. 1,375,000 children experience gross motor and fine motor disorders (Hening Prastiwi, 2019) . Apart from that, in Indonesia, as many as 400 thousand or around 16% of toddlers in Indonesia have impaired development in fine and gross motor skills, lack of intelligence, impaired hearing, impaired speech, autistic clowns, clowns with attention deficit hyperactivity disorder (ADPD), and clowns with behavioral and emotional problems (KMEE) and *down syndrome* (Ministry of National Development Planning/Bappenas, 2017) . And referring to the 2018 Riskesdas data, it is stated that in Indonesia around 54.6% of baduta did not measure their body weight, while around 77.8% of baduta did not measure their height or body length in the last 1 year in children aged 0-52 months. (Pratiwi & Windiyani, 2021) .

This problem of SDIDTK globally and nationally, which is still happening, apparently also occurs in one of the provinces in Indonesia, namely Jambi Province, where the coverage figures are in 2020-2022 . In Jambi City the number of Baduta experiencing growth and development problems has increased. Jambi Health Department data as of December 2020 states that the number of autistic toddlers and toddlers with attention deficit hyperactivity disorder (ADHD) has increased quite a lot. Apart from that, the number of toddlers with behavioral and emotional problems and Down syndrome toddlers has also increased . Of the 20 community health centers in Jambi City that achieved 100% coverage in 2020 , that is Public health center Pakuan New And Paal X, in 2021 only There are 2 community health centers that reach 100% , namely Simpang IV Sipin And Garden Handil , while in 2022 it will reach 100 % Public health center Pal Red II and Megrim Kemang . Based on Minister of Health Regulation Number 75 of 2014 concerning Community Health Centers, apart from being the organizer of Community Health Efforts (UKM) and Level I Individual Health Efforts, they also have the task of creating healthy sub-districts by implementing health policies in order to achieve health development goals in their working areas. , as well as being a vehicle for education for health workers (Ena Sari et al., 2022) .

Implementation of the Early Detection Stimulation of Growth and Development Program (SDIDTK) involves various elements in its implementation to achieve the existing program objectives. These include local regional government, health workers, communities and cadres (Hendrawati et al., 2018). All of these components work together to create an ecosystem that supports the implementation of the SDIDTK program and ensures that children receive optimal attention for their development and welfare.

Cadres play an important role in implementing the Baduta Early Detection and Intervention Stimulation Program for Growth and Development (SDIDTK). Cadres are the spearhead in reaching the community. Through a community approach, cadres function as representatives who can connect the program with the community directly. For this reason, cadres need effective work implementation in carrying out their work. Cadre effectiveness can refer to various contexts, such as posyandu cadre training, cadre loyalty which can be

measured by how well the cadre carries out their duties and responsibilities in accordance with the goals of the organization or program they are participating in, in other words cadre effectiveness can be interpreted as the extent to which the cadre is able to meet existing demands and expectations (Zolekhah et al., 2020) .

In this way, cadres not only function as a liaison between the program and the community, but also as agents of change who play a role in increasing community understanding and participation in the SDIDTK Baduta Program. However, not all cadres can carry out their roles effectively. In supporting the effectiveness of a person's work (Herzberg, 2013) states that there are 4 main influencing factors, namely motivation, competence, communication ability and leadership. (Herzberg, 2013) Based on the description above, researchers are interested in researching "What is the Effectiveness of Posyandu Cadres in the Early Detection and Intervention Stimulation Program for Early Growth and Development (SDIDTK) for Baduta in Jambi City".

METHOD

Type study This is quantitative with design analytic And design cross sectional research. Study This done on March 2024 –April 2024 in Jambi City against cadre Posyandu Stimulation Program Detection And Intervention Early Grow Kembang (SDIDTK) in Jambi City. Population on study This is cadre Posyandu Stimulation Program Detection And Intervention Early Grow Kembang (SDIDTK) which is located in 44 posyandu , consisting of from 13 sub-districts with 4 regions Public health center that is Public health center Koni , health center daughter Ayu , health center thahtul Yemen And Public health center megrim Kemang in Jambi City with amount cadre as many as 220 cadres . Technique taking samples carried out in study This use technique *random sampling* with amount sample as many as 51 respondents . Study This using sourced primary data from results interview together respondents and sourced secondary data from reports , journals , statistics , results study previously related with study This . Data processing is carried out with stage *cleaning* , data transformation , data analysis , data interpretation , data visualization , retrieval decisions , data reporting . Data analysis using analysis univariate and bivariate, analysis univariate served in form table distribution frequency temporary bivariate analysis was analyzed use test *chi-square* . Study This done with respect ethics applicable research covers respect subject , fair , attentive principle research , *informed consent, confidentiality*.

RESULTS AND DISCUSSION

Study This done to cadre Integrated Healthcare Center towards the Stimulation program Detection And Intervention Early Grow Flowers (SDIDTK) Baduta in Jambi City. In part This researcher will explain results from data collection is carried out to 51 respondents as cadre posyandu at the Jambi City Health Center Questionnaire . Before do research , researcher moreover formerly do test try questionnaire For know validity And reliability questionnaire that will used . Completed questionnaire tested validity And reliability furthermore used as a research instrument . Management And data analysis was carried out using SPSS version 26

software. As for results study will pictured below This . Results analysis present the data that has been analyzed in a way univariate and bivariate. Results analysis univariate served in form distribution frequency characteristics respondents below This .

Table 1. Distribution Characteristics Respondent

Respondent Characteristics	n	Percentage (%)
Age		
27-36 years old	32	62.7
37-45 years old	19	37.3
Education		
College	1	2
SENIOR HIGH SCHOOL	50	98
Length of Service		
1-2 years	22	43.1
3-5 years	29	56.9
Research variable		
Motivation		
Not good	20	39.2
Good	31	60.8
Competence		
Not good	22	43.1
Good	29	56.9
Communication Skills		
Not good	25	49.0
Good	26	51.0
Leadership		
Not good	15	29.4
Good	36	70.6
Cadre Effectiveness		
Not good	24	47.1
Good	27	52.9

Source : Processed Primary Data , 2024

Based on results study is known that of 51 cadres Integrated Healthcare Center part big aged 27-36 years ie as many as 32 respondents (62.7%), and majority cadre background behind high school education , namely as many as 50 respondents (98%), as well majority respondents has a long time 3-5 year position ie as many as 29 respondents (56.9%). Based on results data collection uses questionnaire is known that part big responder own motivation on category Good ie as many as 31 respondents (60.8%), the majority respondents own ability good communication ie as many as 26 respondents (51.0), partially big respondents own soul good leadership ie as many as 36 respondents (70.6%), and part big respondents

as cadre Integrated Healthcare Center own effectiveness cadre on category Good ie as many as 27 respondents (52.9% Bivariate analysis uses the chi-square test, with the aim of determining the relationship between the independent variable and the dependent variable. The results of the bivariate analysis are presented in the table below i.

Table 2. Results Bivariate Variable Analysis

Variable	Effectiveness of Posyandu				Total		<i>P</i> Value	PR (95%CI)
	Cadres							
	Not good	Good	n	%	n	%		
Motivation								
Not good	4	20.0	16	80.0	20	100	0.005	0.310 (0.124- 0.774)
Good	20	64.5	11	35.5	31	100		
Competence								
Not good	5	22.7	17	77.3	22	100	0.006	0.347 (0.154- 0.783)
Good	19	65.5	10	34.5	29	100		
Communication Skill:								
Not good	16	64.0	9	36.0	25	100	0.036	2,080 (1,089- 3,973)
Good	8	30.8	18	69.2	26	100		
Leadership								
Not good	12	80.0	3	20.0	15	100	0.006	2,400 (1,417- 4,064)
Good	12	33.3	24	66.7	51	100		

Source : Processed Primary Data , 2024

Based on results bivariate analysis is presented on table 4.2 above is known that There is connection between variable motivation , competence , ability communication , and leadership with effectiveness cadre Integrated Healthcare Center in implementation of the Stimulation Program Detection Early Grow Flowers (SDIDTK) at the Community Health Center in Jambi City.

The Relationship between Motivation and Cadre Effectiveness in Implementing the Baduta Early Detection and Intervention Stimulation Program for Growth and Development (SDIDTK) in Jambi City.

Motivation is a basic force contained within an organism that causes the organism to act or act to fulfill needs in order to achieve balance. Motivation refers to the drive and effort to satisfy a need or a goal. Motivation in visiting the posyandu is an impulse that exists within the mother so that it gives rise to, directs and organizes her behavior which comes from within herself and is a driving force for utilizing the posyandu. (Nurhayani et al., 2023) .

The use of Posyandu is proven by asking questions, then an assessment is carried out regarding the motivation for using Posyandu for cadres, so that the effectiveness of cadres in implementing SDIDTK will also be more optimal. (Nurhayani et al., 2023) . Based on the results of research that has been carried out through statistical tests with the *chi square test*, a p-value of 0.005 ($p < 0.05$) was obtained, this shows that there is a relationship between motivation and the effectiveness of cadres in carrying out the Baduta Early Detection and Intervention Stimulation Program (SDIDTK) in the City Jambi. The results of the analysis also obtained a *prevalence ratio* (PR) value of 0.310 (95%CI=(0.124-0.774)), meaning that cadres with sufficient motivation are 2 times more likely to have lower effectiveness than cadres with good motivation.

The results of this research were supported by Widiantari, et al in 2020 who stated that motivation in the high category showed as much as 85.5%, while only 14.5% had low motivation. The amount of motivation that is high or low can be concluded that cadre motivation is related to cadre performance (Widiantari et al., 2022) . Cadres with high motivation create a desire to fulfill these needs, namely by being active in various posyandu activities. However, on the other hand, if cadres are not supportive of being active in posyandu activities, then within these cadres there is a lack of motivation so this is shown from the results of the analysis that there are still respondents who have sufficient motivation and their activeness during the implementation of the posyandu is in the less active category. .

The results of this research are similar to research conducted by Siregar, Devina in 2019 which stated that there was a relationship between the motivation of posyandu cadres and the effectiveness of cadres in posyandu activities at the Rasau Community Health Center, Torgamba District, South Labuhan Batu Regency in 2019, based on the results of the chi-square statistical test analysis. obtained a p value = 0.004 <0.05, so it can be concluded that there is a relationship between posyandu cadre motivation and cadre effectiveness in posyandu activities. This is because Posyandu cadres carry out their duties voluntarily, in general they have internal motivation, namely concern for health in the community, so that without receiving compensation the cadres remain faithful in carrying out their duties. Cadres have the trust of the local community and have received training and feel called to implement, maintain and develop Posyandu activities. Posyandu activities are very dependent on the role of cadres (Siregar, 2019) .

Motivation is very influential and very important in the role of cadres because cadres are responsible for implementing the posyandu program. If the cadres are not active then the implementation of the posyandu will also not run smoothly and as a result the nutritional status of babies or toddlers (under five years) cannot be detected early and clearly. (Widiantari et al., 2022) .

In accordance with Harzberg's theory in 2013, motivation will be formed through work, achievement, opportunities for advancement, recognition of performance and responsibility. This is in accordance with the findings of research results and field observations which show a lack of motivation in cadres because there are no visible opportunities for advancement and recognition for performance in the form of *rewards or punishment*.

Based on the results of research that has been carried out and supported by theory and previous research, it can be said that there is a relationship between motivation and the effectiveness of cadres in implementing the early growth and development detection and intervention stimulation program (SDIDTK) for young people in Jambi City. This is because cadres with high motivation will find out more about the meaning, objectives and benefits of posyandu in implementing the early growth and development detection and intervention stimulation program (SDIDTK).

The Relationship between Competency and Cadre Effectiveness in Implementing the Baduta Early Detection and Intervention Stimulation Program (SDIDTK) in Jambi City.

Cadre competency is the character of a person who is capable of expressing the implementation of their duties. Ability is also a personality characteristic that is embedded and remains in a person with personality traits that can show the insight and skills possessed by a person in carrying out their duties, functions and responsibilities in the organization. (Ministry of Health, Directorate of Health Promotion and Community Empowerment, 2023) .

Based on the results of research that has carried out statistical tests using the chi square test , the p-value is 0.006 ($p < 0.05$), this shows that there is a relationship between competency and the effectiveness of cadres in carrying out the Baduta Early Detection and Intervention Stimulation Program (SDIDTK) in Jambi City . The results of the analysis also obtained a prevalence ratio (PR) value of 0.347 (95%CI=(0.154-0.783)), meaning that cadres with less competence are 0.347 times more likely to have lower effectiveness than cadres with good competence.

This is also similar to research conducted by A'syaroh in 2022 which stated that a person's competence in the organization is very important, especially in individual performance when working. High competence encourages employees to work better, so it can be said that competence has a significant effect on employee performance. Competence has a positive and significant effect on employee performance, which means that the better the employee's competency, the more employee performance will improve (Khusnulailah A'syaroh, 2022) . This research is again supported by similar competency-related research conducted by Prasetya, Ade Rizky in 2019 which stated that competency has a positive and significant effect on performance. The results of the path analysis show that the indirect regression coefficient is smaller than the direct coefficient, so it can be concluded that the actual influence is direct, in other words, competence influences employee performance. These results mean that the higher the competency an employee has, the higher the performance the employee will produce (Prasetya, 2018) .

Competence is a fundamental characteristic possessed by a person that directly or indirectly influences performance. The higher the competency an employee has, the higher the satisfaction they want to get so that it can produce good performance, such as employees who have high abilities and then given rewards by the company will improve the employee's performance. (Prasetya, 2018) . Health cadre competency can be improved in a number of ways. First, is by providing training aimed at empowering their knowledge and skills needed to identify general health aspects. Second, by practicing good communication skills to convey

messages to the public (Relawati et al., 2022) . In accordance with Wibowo's theory in 2017, it is stated that competence will be formed through skills and knowledge. This is in accordance with the findings of research and field observations which show that cadres who lack good skills and knowledge will not demonstrate their competence when carrying out their duties and authority.

Based on the results of research that has been carried out and supported by theory and previous research, it can be said that there is a relationship between competence and the effectiveness of cadres in implementing the early growth and development detection and intervention stimulation program (SDIDTK) for baduta in Jambi City. This is because the cadres have competence. in the health sector will of course involve developing the skills and knowledge needed by health cadres to carry out their duties effectively.

The Relationship between Communication Skills and Cadre Effectiveness in Implementing the Baduta Early Detection and Intervention Stimulation Program (SDIDTK) in Jambi City.

The communication (counseling) provided by cadres and health workers aims to change people's behavior, especially pregnant women, breastfeeding mothers and mothers of toddlers. The starting point of interpersonal communication is providing mutual understanding between health workers and clients. Through the relationship between health workers and clients, it will have an impact on improving health, preventing and healing disease, and restoring health. Communication-oriented services really help clients overcome the health problems they face and can foster self-confidence and hope to take action in accordance with their lives. (Maulida & Suriani, 2021) .

Based on the results of research that has been carried out through statistical tests with the chi square test , a p-value of 0.036 ($p < 0.05$) was obtained. This shows that there is a relationship between communication skills and the effectiveness of cadres in carrying out the Baduta Early Detection and Intervention Stimulation Program (SDIDTK) in Jambi City. The results of the analysis also obtained a prevalence ratio (PR) value of 2,080 (95%CI=(1,089-3,973)), meaning that cadres with sufficient communication skills are 2,080 times more likely to have lower effectiveness than cadres with good communication skills.

This is in accordance with the statement made by Marini, et al in 2023 which stated that cadres have a role apart from being assistant workers as well as encouraging the community to participate in the health sector, providing outreach to the community, recording and reporting problems found in the field to authorized health workers. (Marini et al., 2023) . This is also similar to research conducted by Maritalia, Dewi in 2019 which stated that there was a correlation between communication skills and cadre effectiveness, this is because good communication skills can help cadres manage their time, organize activities, and organize advice and suggestions. received from family, community and health workers. Apart from that, communication skills can also help cadres organize and organize SDIDTK activities well, so that they can ensure that the SDIDTK program runs well and effectively. (Maritalia, 2019)

In accordance with Nofrison's theory in 2016, communication skills will be formed through respecting the communication, empathy and clarity of communication. This is in accordance with the findings of research and field observations which show that cadres who

do not respect their communications will not know the content of the information conveyed, so there will be no clarity in the communication conveyed.

Based on the results of research that has been carried out and supported by theory and previous research, it can be said that there is a relationship between communication skills and the effectiveness of cadres in implementing the early growth and development detection and intervention stimulation program (SDIDTK) for young people in Jambi City. This is because cadres have communication skills. influence the effectiveness of the SDIDTK program by properly inviting and conveying the health information needed in the SDIDTK program, so as to ensure that the SDIDTK program runs well and effectively.

The Relationship between Leadership and Cadre Effectiveness in Implementing the Baduta Early Detection and Intervention Stimulation Program for Growth and Development (SDIDTK) in Jambi City.

Good leadership can influence cadre performance in carrying out the program. Effective leadership can provide the direction, motivation and support needed by cadres to carry out their duties well. Apart from that, leadership that is able to provide inspiration, facilitate team work, and solve problems can also increase the effectiveness of cadres in the SDIDTK Baduta program (Prasasti, 2020) .

With strong and supportive leadership, cadres will be more motivated, organized, and able to work collaboratively to achieve program goals more effectively (Syofiah, 2018) . Based on the results of statistical tests using the chi square test , the p-value was 0.006 ($p < 0.05$), this shows that there is a relationship between leadership and the effectiveness of cadres in carrying out the Baduta Early Detection and Intervention Stimulation Program (SDIDTK) in Jambi City.

The results of this research are similar to research conducted by Widagdo, Laksmono in 2020 which stated that in an analysis to determine the relationship between leadership and cadre attitudes regarding posyandu, it turned out that there was a significant relationship between leadership and cadre attitudes and a PR of 2,400 (95% CI=(1.417-4.064). According to Fariska, et al in 2020, they stated the same thing that leadership has an influence on performance effectiveness, this is because leadership is the ability to persuade other people, subordinates or groups, the ability to direct the behavior of subordinates or groups, having unique abilities or knowledge in a particular discipline. preferably through organizational means, to reap company or organizational goals (Fariska et al., 2022) .

In accordance with Veithzal Rivai's theory in 2012, leadership will be formed through cooperation, effectiveness, participativeness, time management, aggressiveness in work and work stability. This is in accordance with the findings of research and field observations which show that cadres are more motivated, organized and able to work collaboratively if the leadership actively supports them, is effective in improving performance, provides space for cadres to make decisions and creates a conducive work environment.

Based on the results of research that has been carried out and supported by theory and previous research, it can be said that there is a relationship between leadership and the effectiveness of cadres in implementing the early growth and development detection and

intervention stimulation program (SDIDTK) for young people in Jambi City. This is because the cadres have good leadership. can affect cadre performance in carrying out the program. Effective leadership can provide the direction, motivation and support needed by cadres to carry out their duties well. Apart from that, leadership that is able to provide inspiration, facilitate team work, and solve problems can also increase the effectiveness of cadres in the SDIDTK Baduta program .

CONCLUSION

Based on result study concluded that there is a significant relationship between motivation, competence, communication skills and leadership of cadres with the effectiveness of implementing the Baduta Early Detection and Intervention Stimulation (SDIDTK) program in Jambi City. To increase this effectiveness, it is recommended that cadres continue to improve their self-motivation, competence and communication skills through relevant training and learning. Apart from that, the Jambi City Health Center needs to provide rewards and mentoring that motivates cadres, as well as providing regular training. The Jambi City Health Service is also expected to facilitate training and program evaluation . Further research is recommended to explore the factors that influence cadre motivation and competence, as well as how to improve these variables effectively in the context of health policy administration.

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