

RELATIONSHIP BETWEEN CADRE PARTICIPATION WITH POSYANDU ACTIVITIES IN DALIG RAYA VILLAGE SIMALUNGUN DISTRICT

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Abstract

The problem in this study is the relationship between cadre participation in posyandu activities in Dalig Raya Village, Raya District, Simalungun Regency. This study aims to determine the relationship between cadre participation in posyandu activities in Dalig Raya Village, Raya District, Simalungun Regency. This type of research is an analytic survey research with a cross sectional approach. The population in this study were all posyandu cadres in Dalig Raya Village, Raya District, Simalungun Regency with a total of 20 cadres. The samples taken were 19 people obtained using a random sampling technique using the Krejcie and Morgan tables. The instruments used in this study were: 1) questionnaire and 2) Observation sheets for the average coverage of D/S. The data obtained in the study were processed using the Chi Square statistical test with a 0.05. The results showed that the p values of the several factors studied were as follows: 1) Knowledge of cadres about posyandu (p value -0.037); 2) The length of time the cadre has worked (p value=0.272); 3) Working hours of cadres (p value-0.249); 4) Provision of incentives (p value = 0.037), 5) Number of cadres (p value 0.530); 6) Availability of tools and materials (p value-0.574); 7) Selection (p value 0.177); 8) Development of cadres (p value=0.530); 9) Frequency of cadre meetings (p value 0.035). The results of the research and discussion concluded that there was a significant relationship between knowledge, incentives and meetings with the participation of cadres in posyandu activities in Dalig Raya Village, Simalungun Regency.

Keywords: *Cadre Participation and Posyandu Activities*

1. INTRODUCTION

Health is a state of well-being physically, mentally and socially which enables everyone to live a socially and economically productive life (Law No. 23 of 1992 concerning health). In accordance with Law Number 23 of 1992, health development in Indonesia, especially in Central Java Province, is carried out with the aim of increasing awareness, willingness and ability to live healthily for everyone in order to realize the highest degree of public health. Simalungun launched a Work Program to "Increase Coverage of Health Services in Simalungun District".

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, carried out by health cadres who have received education and training from the Puskesmas regarding basic health services (Effendy, 1998).

The definition of posyandu cadres according to the Indonesian Ministry of Health (2003) is community members who are selected from and by the community, willing and able to work together in various community activities voluntarily. According to WHO, posyandu cadres are one of the elements that have an important role in public health services (www.indonesia-publichealth.com).

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The participation of cadres is influenced by several factors, including community factors, community leaders and health center staff (DEPKES RI, 1989). These three factors have a close relationship in motivating cadres to continue to actively participate in posyandu activities so that if one of the factors is not involved in posyandu activities, posyandu activities cannot run optimally.

In addition, by looking at the posyandu level in Dalig Kaya Village, which is included in the middle level, the efforts of puskesmas officers in guiding cadres to motivate the community to utilize the posyandu as a place for health services are considered to still need to be increased so that the coverage of the main program as one of the indicators determining the level of posyandu independence can be achieved. meet the target so that posyandu activities can be maintained and the quality of posyandu cadres can be improved who have an important role as implementers of posyandu activities so that the degree of health in the community can be increased.

Formulation of the problem

Based on the background above, the problem in this study is the relationship between cadres' participation and Posyandu activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016?

2.RESEARCH METHODS

2.1.Research design

The research will be conducted using an analytic survey method with a cross sectional approach where data relating to the independent variable and the dependent variable will be collected at the same time.

This research in determining the criteria is based on the average value. The average is obtained by adding up the scores from the instrument, then dividing it by the number of samples.

$$Me = \frac{\sum Xi}{n}$$

Information: Me = average
Xi = Instrument value score
n = number of samples

2.2.Place and time of research

Research Place

This research was conducted in Dalig Raya Village, Raya District, Simalungun Regency.

Research time

This research was conducted in May-August 2016

2.3.Population

Population is a generalized area consisting of objects or subjects that have certain quantities and characteristics determined by researchers to be studied and then drawn conclusions (Sugiyono, 2002).

The population in this study were all posyandu cadres in Dalig Raya Village, Raya District, Simalungun Regency with a total of 20 cadres.

2.4.Sample

The sample is part of the number and characteristics possessed by the population (Sugiyono, 2008). Determining the size of the sample is obtained using the Krecjie table (see Appendix 1), which in calculating the sample size is based on an error of 5% (Sugiyono, 2008) so that the sample size in this study is for a population of 20 people, namely 19 people.

2.5.Data analysis

Data analysis was carried out descriptively and analytically using:

1. Univariate analysis

Univariate analysis is an analysis carried out on each variable from the research results. In general, this analysis only produces the distribution and percentage of each variable such as knowledge of cadres about posyandu, length of work of cadres, number of

cadres, working hours of cadres, frequency of cadre meetings, provision of incentives, selection, coaching of cadres and availability of tools and materials as well as cadre participation in posyandu activities.

2. Bivariate Analysis

Bivariate analysis is an analysis performed on two variables that are thought to be related. The independent variables and the dependent variable studied are adjusted to an ordinal scale so that the statistical test uses chi square and if it does not meet the chi square requirements then another test is used, namely Fisher, whose calculations are carried out with the help of a computer. The significant criteria for statistical test results based on probability are as follows:

- If Probability > 0.05 then H_0 is accepted
- If Probability < 0.05 then H_0 is rejected (Santoso, 2001).

3.RESULTS AND DISCUSSION

Discussion of research results can be explained as follows:

3.1.Relationship between cadre participation in posyandu activities in Dalig Raya Village

Posyandu activities are a manifestation of community participation in maintaining and improving health, while the role of health workers is to assist efforts that are basically community activities themselves (Ministry of Health RI, 1989).

Based on the explanation from the Head of the Pamatang Raya Health Center, posyandu activities in the Dalig Raya Village are activities that are under the auspices of the PKK team (BKKBN) and usually the PKK team asks for help from residents to be willing to become posyandu cadres, but in practice there are difficulties in inviting residents to participate as cadres so that most of the residents who become posyandu cadres in the Dalig Raya Village, are still in a relationship with the same family or close relatives. In addition, if in the community there are problems regarding maternal and child health or explanations related to posyandu, the PKK team together with cadres assisted by the Kelurahan Head and Puskesmas officers discuss these problems in a meeting that is better known by the community, namely the cadre meeting.

3.2.Relationship between Knowledge of Cadres about Posyandu and Participation of Cadres in Posyandu Activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016

Knowledge is the result of knowing and this occurs after people sense a certain object. Knowledge or cognitive is a very important domain in shaping one's actions (Overt Behavior) (Notoadmojo, 1997).

Based on the results of the study, it was shown that most of the respondents' level of knowledge about posyandu in the Dalig Raya Village, as much as 73.7%, were included in the good category. This can happen because respondents as posyandu cadres have received basic training before from puskesmas officers in providing health services to the community including obtaining information about how to implement posyandu so that the knowledge that respondents have has an influence on changing the behavior of respondents to continue participating in posyandu activities. although from the observations of researchers the implementation of posyandu activities in the Dalig Raya Village, most of them did not fulfill the 5 table system as suggested by the Indonesian Ministry of Health, this had an influence on the participation of respondents in posyandu activities. Thus there is a relationship between the knowledge of cadres about posyandu and the participation of cadres in posyandu activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016.

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3.3. Correlation between Length of Cadre Service and Cadre Participation in Posyandu Activities in Dalig Raya Village, Rays District, Simalungun Regency in 2016

Someone at work will have better results if someone has skills in carrying out tasks and one's skills can be seen in the length of time someone works (Sondang, 2004: 81).

Likewise with posyandu cadres, the longer someone works as a posyandu cadre, the skills in carrying out tasks during posyandu activities will increase so that later the participation of cadres in posyandu activities will be even better. From the results of the study, the length of work of most of the respondents was included in the good category, this happened because the cadres had worked for a long time, namely 73.7% had worked for 25 years accompanied by an increase in the skills of the respondents in carrying out posyandu activities.

3.4. Relationship between Cadre Working Hours and Cadre Participation in Posyandu Activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016

Posyandu activities are held once a month for approximately 3 hours (Warta Posyandu, 1993/1994:1). Meanwhile, from the observations of researchers, posyandu activities in Dalig Raya Village were mostly carried out once a month and usually lasted 2 hours (≤ 3 hours) by 92.3% and these working hours were always routinely carried out every month when posyandu activities took place so that some respondents for working hours cadres are included in the good category as much as 52.6%. However, Posyandu activities in the Dalig Raya Village usually experience a delay in time from the mutually agreed time, namely in the afternoon at 15.30 or in the morning at 09.00. 00 due to the busyness of each cadre and sometimes the lack of awareness of the community to come to the posyandu on time so that the posyandu activities usually start after half an hour from the implementation time. Nevertheless, the time delay and the length of time the posyandu activities lasted 2 hours did not make it a significant problem so that there was no significant relationship between cadres' working hours and cadres' participation in posyandu activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016.

3.5. Relationship between the Number of Cadres and the Participation of Cadres in Posyandu Activities in Dalig Village, Raya District, Simalungun Regency in 2016

The number of cadres on duty on the H day of the Posyandu can be used as an indication of whether the Posyandu is running smoothly. D-day is the peak of Posyandu activities, therefore the number of cadres on duty on that day determines the smooth running of the Posyandu. From experience so far, it shows that activities at Posyandu can be handled properly if the number of cadres is 5 people or more. If there are less than 5 people, cadres are usually overwhelmed with serving mothers with toddlers who come to Posyandu (Depkes RI, 1997).

Based on the results of the study, 15.8% of respondents said that the number of cadres at each posyandu in Dalig Raya Village was less than 5 people, so if this was done regularly every month it would affect the cadres' duties in providing health services to people who were not can work optimally. With the cadres not being optimal at work because the number of cadres is less than 5 people, this can also affect the participation of cadres in posyandu activities but because posyandu activities are activities that are community-based so that a sense of belonging is very visible from residents who also consider toddlers participating in helping cadres who are overwhelmed serving mothers with toddlers in posyandu activities so that this can cause no significant relationship between the number of cadres and the participation of cadres in posyandu activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016.

3.6. Relationship between Availability of Tools and Materials and Cadre Participation in Posyandu Activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016

One of the tasks of the cadres is to prepare the tools and materials needed at the posyandu (DEPKES RI, 1994). Based on the results of observations, the tools and materials available at the Dalig Raya Village Posyandu include dacin and weighing scales, the Posyandu Information System

in the form of register sheets for weighing babies, toddlers and pregnant women, vitamin A, PMT, KMS. However, tools such as tread scales in several posyandu are seen from their condition that they are not functioning properly and as many as 42.1% of respondents use makeshift tools and materials if the availability of tools and materials at the posyandu is insufficient, without any effort from them to repair or replace the tools the.

3.7. Relationship between Selection and Cadre Participation in Posyandu Activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016

Selection is a systematic effort made to further ensure that those who are accepted as members of the organization are the people who are considered the most appropriate to be employed (Sondang, 2004). This was also carried out in the selection of posyandu cadres in Dalig Raya Village and the results showed that the majority of respondents, as much as 7.9%, had their own will to become posyandu cadres and this showed that people's awareness to be willing to become posyandu cadres was good enough so that respondents could carry out their duties as implementing posyandu activities with responsibility and this does not affect the participation of respondents in posyandu activities.

3.8. Relationship between Providing Incentives and Cadre Participation in Posyandu Activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016

Incentives are one type of reward associated with work performance (Pearls, 2002).

Most of the respondents in the Dalig Raya Village, as much as 73.7%, in carrying out posyandu activities, were given incentives of Rp. 1000- Rp. 5000. According to the respondent's explanation at the time of filling out the questionnaire, the incentives provided by the puskesmas were Rp. 100,000, - but these incentives are given to cadres not regularly every month but only occasionally as much as 26.3%. However, during the implementation of PIN, usually the incentives provided by the puskesmas to cadres are sufficient. With this it affects respondents in carrying out their duties as posyandu cadres in the Dalig Raya Village who work expecting rewards in accordance with the statement which states that posyandu cadres are community members who are willing and able to work voluntarily (DEPKES RI, 1987).

3.9. Relationship between Cadre Development and Cadre Participation in Posyandu Activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016

Posyandu activities are a manifestation of the community's participation in maintaining and improving health, while the role of health workers is to assist in efforts that are basically the activities of the community itself. (MOH RI, 1989).

The role of puskesmas officers in the Dalig Raya Village in assisting the implementation of posyandu activities is carried out by providing assistance in the form of cadre coaching which, according to the respondents' explanations when filling out the questionnaire, the coaching that respondents usually receive is coaching in the evaluation of posyandu activities related to nutrition problems in toddlers which is conveyed at the cadre meeting . Most of the respondents in Dalig Raya Village (84.2%) have received guidance from health center officers and this coaching (15.8%) is carried out routinely every month so that this can also be one of the reasons there is no significant relationship between cadre coaching with the participation of cadres in posyandu activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016.

3.10. Relationship between the Frequency of Cadre Meetings and the Participation of Cadres in Posyandu Activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016

One level of cadre participation in posyandu activities that must be carried out by cadres is having the ability as managers such as holding cadre meetings (DEPKES RI, 1989).

Based on the results of the study, most of the respondents in Dalig Raya Village (89.5%) had attended cadre meetings ≥ 8 times, but there were a small number of respondents who, when filling

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out the questionnaire, explained that these respondents sometimes did not attend cadre meetings several times due to other activities such as cooking and even though they did not attend cadre meetings, respondents still received information from other cadres because most of the posyandu cadres in Dalig Raya Village were still in the same family relationship. Thus there is a significant relationship between the frequency of cadre meetings and the participation of cadres in posyandu activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016.

4. CONCLUSION

Based on the results of research on the relationship of cadre participation in posyandu activities in Dalig Raya Village, Raya District, Simalungun Regency in 2016, the following conclusions can be drawn:

1. Knowledge of cadres about posyandu is one of the factors that influence cadres' participation in posyandu activities, there is a chi-square test result of $0.037 < 0.05$.
2. Length of Cadre Service does not affect cadre participation in activities posyandu, there is a chi-square test result of $0.272 > 0.05$
3. Cadre working hours do not affect the participation of cadres in activities posyandu, there is a chi-square test result of $0.249 > 0.05$.
4. Providing Cadre Incentives is one of the factors that influence cadre participation in posyandu activities, there is a chi-square test result of $0.037 < 0.05$
5. The number of cadres does not affect the participation of cadres in activities posyandu, there is a chi-square test result of $0.530 > 0.05$
6. Availability of tools does not affect the participation of cadres in posyandu activities, there is a chi-square test result of $0.574 > 0.05$
7. Cadre development does not affect cadre participation in posyandu activities, there is a chi-square test result of $0.530 > 0.05$
8. Selection does not affect the participation of cadres in posyandu activities, there is a chi-square test result of $0.177 > 0.05$
9. Cadre meetings affect cadre participation in posyandu activities, there is a chi-square test result of $0.035 < 0.05$

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