



## Relationship Between Motivation and Performance of Posyandu Cadres

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### ABSTRACT

Motivation is a process that occurs in a person that appears with feelings so that it encourages individuals to do something caused by one's desires, needs and goals. The performance of cadres can be seen from the success of a cadre in carrying out their duties. To improve the performance of posyandu cadres, the ability of a cadre must be developed. The purpose of this study was to determine the relationship between work motivation and the performance of posyandu cadres. The database used in the Literature review is Google Scholar with sample inclusion criteria, articles published in the last 5 years, using national journals, articles using the correlational method with the population used are Posyandu cadres. The search for journals in this study used the search keyword "Motivation AND performance of Posyandu cadres". The results and analysis obtained as many as 4.580 articles were identified, the researcher found 10 articles that could be used in the literature review. Based on the results of the review that motivation has the effect of increasing the performance of cadres.

**Keywords:** *Motivation, Performance, Posyandu*

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## INTRODUCTION

Health service programs ranging from Promotive, preventive, curative and rehabilitative efforts are very important. crucial indicators that can determine the quality of good health services are (Guan dkk., 2020): swift and prompt response of health workers, good expertise of health workers, friendly attitude towards patients, and good performance (G. Chen dkk., 2020). Poor performance is characterized by judgmental attitudes, less reliable skills, and is synonymous with low motivation.

Health care in Indonesia relies heavily on the primary sector which plays an important role in promotional and preventive efforts (Wang dkk., 2020). These efforts require community participation and materialize in the participation of the community as health cadres (J. Chen dkk., 2020). Previous research states that high cadre motivation is based on a sense of responsibility, awareness, and also prestige or appreciation from the community who consider that a cadre is someone who is trusted to have knowledge about health that is equivalent to health professionals (Garg dkk., 2020). However, statistically recorded in Indonesia active cadres are 69.2% and still have a high dropout rate of around 30.8% (Ashina dkk., 2021). This means that half of the active cadres have the potential not to continue their performance.

Dropouts are reported to occur as a result of limitations including resources, abilities and skills of both the puskesmas and the cadres (Rinott dkk., 2020). Drop out can also be caused by low motivation of cadres in participating in health programs and services, which will greatly affect the decline in health services and quality.

The importance of motivation in determining the performance and continuity of a cadre's work makes researchers interested in conducting a systematic literature review related to the relationship between motivation and performance in cadres spread throughout Indonesia based on published research (De Santiago-Martín dkk., 2020). So that these results can be used as one of the bases for increasing the awareness of health workers in maintaining the motivation of cadres. Based on the description above, researchers are interested in knowing the relationship between work motivation and the performance of posyandu cadres.

## **RESEARCH METHODOLOGY**

The method used in this literature review uses the PRISMA Flow Diagram to determine the selection of studies that have been found and adjusted to the objectives of the literature review (Barbagallo & Sacerdote, 2018). The search in this literature review uses Google Scholar with inclusion criteria. Sample, articles published in 2010-2022, using national and international journals, Journal searches in this study used the search keyword "Motivation AND performance of posyandu cadres"

## **RESULT AND DISCUSSION**

Results and analysis obtained a total of 1,650 articles identified, this literature review includes 10 articles that can be used in a literature review that evaluates the relationship between motivation and the performance of posyandu cadres (Jain dkk., 2019). Research in 10 articles used cross sectional (Black dkk., 2019). Journals that fit this systematic review were all conducted in Indonesia with a minimum journal publication year of the last 5 years.

Public health tends to be more effective if it is based on social and behavioral science theories, which can help predict or explain promotive, preventive, curative, and rehabilitative health services (Bilal dkk., 2019). In this study, the focus was on a learning approach to improve knowledge attitudes, and collaborative skills to promote

group problem solving and build health workers' motivation to deliver services in the community.

Evidence suggests that factors that operating at individual, institutional and social levels, influence health worker performance, and that these factors need to be addressed to improve health worker competencies, attitudes and motivation (Klok dkk., 2020). In terms of improving competencies (Manson dkk., 2019), evidence suggests that training alone is not sufficient to lead to sustained improvements in health worker performance, and that a comprehensive approach that combines work motivation and performance in health workers is more effective with collaborative learning than a piecemeal approach in building competencies (Powles dkk., 2020), positive attitudes, and motives and thus improving performance.

This research design uses analytical observations with a cross sectional approach, the purpose of the research is comparative (Gnocchi dkk., 2022), namely comparing the effect of length of time as a cadre, motivation, and knowledge possessed by cadres on the performance of posyandu cadres in two areas (Murthy dkk., 2020), Pagelaran health center has the highest number of stunting prevalence throughout Malang Regency as much as 27.72% (Middeldorp dkk., 2020), while Gedangan health center has the lowest number of stunting prevalence throughout Malang Regency as much as 0.05% (Malang Regency Health Office, 2016) The research instrument used was a questionnaire to measure motivation. and cadre performance, as well as the knowledge possessed by cadres on cadre performance in each health center (Dobson & Giovannoni, 2019). The population in the study was all posyandu cadres in the pagelaran health center area of 705 cadres, the sample of this study was 250 cadres from both health center areas (Shibeshi dkk., 2021). Sampling was done by proportional cluster random sampling in each health center area.

Based on Irma Afifa's research, (2019) the demographics of cadres in the pagelaran health center area got the highest percentage of 23.2% of cadres aged 34-40 years, 38.4% had education.

40 years old, 38.4% have a junior high school education, and 70% work as housewives. Conversely, 32.0% were also aged 41-

47 years old, 36.8% had a junior high school education, and 37.6% worked as housewives (Rubin dkk., 2020). The results of path analysis in each region show that knowledge and motivation have a significant effect on the performance of posyandu cadres in each region.

Other researchers have shown that a conducive support system with assistance from local health workers can increase the knowledge of posyandu cadres This is in line with Robertson's opinion that one of the efforts to strengthen the duties of cadres by conducting routine assistance and controlled evaluation can make cadres feel cared for and cared for and noticed

The motivation that arises is inseparable from the role and support of the cadre's immediate environment (Yustikasari dkk., 2021), namely the family, or the cadre's external environment such as support from fellow cadre members and local health

workers (Turner dkk., 2019). Research related to the source of cadre motivation in the Tanzania region found that high motivation can be generated through the support of the closest family.

Yuliani Soerachmad et al., (2016) conducted a study with the title of the relationship between motivation and the performance of posyandu cadres in Bulu sub-district (Critchley dkk., 2020), Polewali Mandar Regency based on the results of the research conducted, it can be concluded that there is no relationship between the relationship between responsibility and the performance of posyandu cadres in Bulu sub-district (Lumley dkk., 2021), Polewali Mandar Regency with a value ( $p$  value) =  $1.000 > \alpha = 0.05$ . And there is a relationship between work relationships with the performance of posyandu cadres in Bulu District with a  $p$  value (value) =  $0.005 < \alpha = 0.05$ . The results of research conducted by Mario Esau Kutuk, (2017) with the title of the relationship between motivation and the performance of toddler posyandu cadres in the work area of the Ondong Health Center, Sitaro Regency (Karavani dkk., 2019), obtained the results of 31 respondents (63.3%) who had poor motivation, while 18 respondents (36.7%) had good motivation.

Have poor motivation, while 18 respondents (36.7%) have good motivation. And 14 respondents (28.6%) who have good performance, and 4 respondents (8.2%) who have poor performance (Hajek dkk., 2019). it can be concluded that the work motivation of toddler posyandu cadres is mostly poor (Shah dkk., 2019), and there is a relationship between work motivation and cadre performance.

According to researchers in this research article, there is a relationship between motivation and the performance of posyandu cadres (Wisnu dkk., 2021). It can be seen from the motivation of cadres, if cadres have poor motivation then their performance is also not good, so that in carrying out their duties will not be carried out properly or not as expected (Villar dkk., 2020). Research also shows that the better the motivation of a person, the more it has a greater responsibility so that cadres will be more active in carrying out activities in posyandu when compared to cadres who have low motivation (Rodriguez-Wallberg dkk., 2023). In moving the performance of cadres in the implementation of posyandu then good motivation will make energy to achieve maximum performance.

## **CONCLUSION**

Based on the results of the literature search, it shows that there is a relationship between motivation and the performance of posyandu cadres. This can be proven by 10 articles that have been reviewed showing that the better one's motivation, the greater the responsibility one has, so that cadres become more active in carrying out posyandu activities.

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