



The Relationship between Motivation and the Performance of Toddler Integrated Service Post Cadres in the Selogiri Community Health Center Work Area

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<p>Track Record Article</p> <p>Accepted: 22 January 2024 Revised: 17 February 2024 Published: 11 March 2024</p> <p>How to cite : Ariyani, E. D., & Setiyadi, N. A. (2024). The Relationship between Motivation and the Performance of Toddler Integrated Service Post Cadres in the Selogiri Community Health Center Work Area. <i>Contagion : Scientific Periodical of Public Health and Coastal Health</i>, 6(1), 222–231.</p>	<p style="text-align: center;">Abstract</p> <p><i>The role of integrated service post cadres for children under five is very important because they contribute greatly in providing basic health services, providing health-related information to mothers and families, and carrying out activities to monitor children's growth and development. This research aims to determine the relationship between motivation and the performance of integrated service post cadres in the operational area of the Selogiri Health Center. This research methodology uses a quantitative approach with a cross-sectional design. This research started from January to October 2023. The research was carried out at the integrated service post for toddlers in the working area of the Selogiri Health Center. The research population was the entire cadre of integrated service posts for children under five in the Selogiri Community Health Center working area, totalling 450 people. The research sample was 207 respondents, who were surveyed using simple random sampling. Data collection uses a questionnaire. The questionnaire went through a validity and reliability testing stage, which has been tested for validity and reliability. Data were analyzed using the chi-square test, which was analyzed using SPSS version 26 software. The research results showed a statistically significant relationship between motivation and cadre performance ($p = <0.001$). It is recommended that integrated service post cadres increase further motivation related to implementing integrated service posts so that they can provide better services; It is recommended that community health centres provide support and appreciation to integrated service post cadres to improve cadre performance.</i></p> <p>Keywords : <i>Cadres, integrated service post, motivation, performance, toddler</i></p>
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INTRODUCTION

An integrated service post is a form of community-sourced health efforts that are locally supervised and coordinated, involving local participation, to facilitate health services needed to accelerate the reduction of maternal and child mortality (Kemenkes RI, 2012). The person in charge of the integrated service post cadre is a human resource who plays a key role in achieving the integrated service post's success and inhibiting the integrated service post's sustainability (Kusumawardani et al., 2018).

Several factors can affect cadre performance such as knowledge, commitment, support, and motivation (Lukwan, 2018). One factor that influences cadre performance is motivation. Several studies have shown a connection between motivation and cadre performance (Yanuarini et al., 2018). Even so, cadres still need to be more motivated to carry out their duties in integrated service post activities.

The main role of the integrated service post-toddler cadre is as the front line in ensuring the continuity and success of the integrated service post-toddler program, which is reflected

through superior performance and strong support from the cadres (Kusuma et al., 2021). According to national data in 2017, the performance and activeness of integrated service post cadres reached 69.2% of the overall target of 80%, with a cadre exit rate of 30.8% (Kemenkes RI, 2017).

This is in line with a health promotion officer at the Selogiri Health Center who stated that the performance of integrated service post cadres has yet to reach the maximum level. The performance of integrated service post cadres has yet to reach an optimal level, as seen from the percentage of coverage of weighed toddlers in Wonogiri District in 2022 reaching 84.8%. In health center Selogiri, the coverage of weighed toddlers only reached 75.2%; this figure is still quite low when compared to health centres Tirtomoyo II and health centres Nguntoronadi II which reached 100.2%. In general, the measurement of under-five growth reflects the extent to which the community contributes to growth monitoring at integrated service posts. The presence of toddlers at the integrated service post results from the contribution of various parties, including cadres, who participate in inviting, guiding, providing facilities, and providing support so that toddlers attend the integrated service post for growth monitoring.

Several factors influence cadre motivation such as intrinsic and financial factors (Werdhiastutie et al., 2020). However, based on brief interviews conducted about the decline in motivation of integrated service post cadres, it is caused by the need for more incentives or rewards received by integrated service post cadres (Ormel et al., 2019). Performance refers to the extent to which a person, team, or organization succeeds in achieving goals and carrying out tasks effectively (Laili et al., 2023). If cadres's performance is good, the performance of integrated service posts will also be good to improve maternal and child health services (Octavianus, 2020). In this context, cadres who have optimal performance can be the main key to increasing community awareness, increasing participation in health programs, and, in turn, improving health welfare at the local level (Khatimah et al., 2022).

The results of this study are by the findings found in a study conducted by Sumampow et al., (2019), which stated that there is a correlation between rewards and the performance of integrated service post cadres. The decline in the performance of integrated service post cadres is closely related to the level of motivation of cadres in carrying out their duties and roles. This finding is in line with the results of research conducted by Desiana (2022) which concluded that cadre motivation can potentially improve the performance of toddler-integrated service post cadres.

Therefore, motivation is the main issue that plays a central role in work productivity and is a factor that greatly influences work performance (Wardani et al., 2023). This is an

important need to guide employees towards achieving key goals (Ghaffari et al., 2017). Motivation influences and plays a role in improving employee performance. If someone has high motivation, they will perform much better than those who are not motivated (Pancasila et al., 2020). Therefore, motivation is a very important factor in improving employee performance.

Concerning the previous explanation, researchers are interested in exploring the relationship between motivation and performance of toddler integrated service post cadres at the Selogiri Health Center, Wonogiri Regency.

METHODS

This research type is quantitative with a cross-sectional research design, which was carried out to determine the relationship between motivation and the performance of integrated service post cadres in the Selogiri Community Health Center working area. This research started from January to October 2023. The research was carried out at the integrated service post for toddlers in the working area of the Selogiri Health Center.

The population used in this research sample was the cadres of integrated toddler service posts in the Selogiri Community Health Center working area, totalling 450 people. This data was obtained from Selogiri Health Center officers. The sample was obtained as many as 374 respondents using a cross-sectional formula and the sampling technique was accidental sampling. The questionnaire was distributed through group chat using google form.

In this study there are 2 variables, namely motivation variables and performance variables. In the motivation variable, it is divided into 2, namely intrinsic motivation (needs, expectations, interests) and extrinsic motivation (family encouragement, environment, reward). Motivation is said to be good if the score is above 42 and less if the score is below 41 with answers using the Likert scale. Then in the performance variables there are statements such as roles, duties and responsibilities of toddler cadres in Toddler Integrated Service Post activities. Performance is said to be high if the score is above 24 and said to be low if the score is below 23 with answers using the Likert scale.

The instrument used in this research was a questionnaire. The questionnaire went through a validity and reliability testing stage, which has been tested for validity and reliability. The questionnaire is a measuring tool that will be used to measure motivational variables on the performance of integrated service post cadres in Selogiri District. The questionnaire used in this study has been tested for validity and reliability at the Ngadirojo Community Health Center with a total of 30 respondents and the questionnaire was distributed using a google form.

This research is declared ethically feasible according to 7 WHO standards with No.042/KEPK-FIK/X/2023. The study was conducted with 2 stages of analysis, namely univariate which aims to explain or describe the characteristics of each variable studied and bivariate with the aim of testing whether motivation and performance have a relationship. Bivariate analysis using chi-square test and processed using statistical analyzing system.

RESULTS

Characteristics and research variables were obtained in a study involving 374 integrated service post cadres in the Selogiri Region of Wonogiri Regency. The distribution of respondent characteristics included gender, age, marital status, education, length of time as a cadre, work other than being a cadre, and type of work. Variables in the study according to the motivation and performance of cadres.

Table 1 Characteristics of Respondents

Respondent Characteristics	Frequency	Percentage
Gender		
Female	374	100
Age		
Young (< 46 years old)	272	72.7
Old (> 46 years)	102	27.3
Mean \pm SD		39,66 \pm 8, 495
Median (Min - Max)		40 (18 - 65)
Marriage Status		
Marry	355	94.9
Unmarried	1	0.3
Widow/Widower	18	4.8
Education		
Not in School	11	2.9
Elementary School	8	2.1
Junior High School	18	4.8
Senior High School	319	85.3
Higher Education	18	4.8
Length of time as a cadre		
< 1 year	86	23
1 - 10 years	131	35
11 - 20 years	127	34
21 - 30 years	29	7.8
31 - 40 years	1	0.3
Mean \pm SD		11,97 \pm 6,836
Median (Min - Max)		12 (1 - 35)
Working Beyond Being a Cadre		
Yes	95	25.4
No	279	74.6
Type of Work		
Housewife	279	74.6
Farmers	24	6.4
Teacher	32	8.6
Self-employed	11	2.9
Public Servant	10	2.7
Private Employee	18	4.8

Based on Table 1, it can be concluded that most of the study participants were female, reaching 207 people (100%). Most respondents were young, as many as 272 people (72.7%), and the majority were married, as many as 355 people (94.9%). The last respondents' education was dominated by high school graduates, as many as 319 people (85.3%). Most respondents had 1 to 10 years of experience as a cadre, reaching 131 people (35%). The majority of respondents, 279 people (74.6%), did not have a job other than being a cadre, and among those who worked, the majority worked as housewives, reaching 279 people (74.6%).

Table 2. Characteristics of Motivation and Performance

Variable Characteristics	Frequency	%
Motivation		
Good	276	73.8
Less	98	26.2
Mean ± SD	45,21 ± 5,709	
Median (Min - Max)	46 (31 - 68)	
Performance		
High	293	78.3
Low	81	21.7
Mean ± SD	26,48 ± 4,096	
Median (Min - Max)	26 (16 - 40)	

Based on Table 2, most respondents showed a positive level of motivation, as many as 276 people (73.8%), and cadre performance has reached a fairly high level, namely 239 people (78.3%).

Table 3. The Relationship between Motivation and the Performance of Integrated Service Post Cadres

Motivation	Performance of Integrated Service Post Cadres				Total	PR (95% CI)	P-value
	High		Low				
	n	%	n	%			
Good	252	91.3	24	8.7	276	100	14,598 (8,173 – 26,072)
Less	41	41.8	57	58.2	98	100	

Table 3 shows that cadres with good motivation levels showed high performance in 252 people (91.3%), while cadres with good motivation and low performance amounted to 24 people (8.7%). Meanwhile, for cadres with poor motivation, 41 people (41.8%) showed high performance and 57 (58.2%) showed low performance.

The results of statistical test analysis using chi-square show that p value = 0.000 < α = 0.005, meaning that there is a relationship between motivation and the performance of integrated service post cadres in the Selogiri Community Health Center working area in 2023 at a confidence level of 95% (α = 0.005). From the results of the analysis, it was also obtained that the PR value = 14,598, which means that cadres with good motivation have a performance risk that is 14,598 times higher than cadres with less motivation.

DISCUSSION

The Relationship between Motivation and the Performance of Integrated Service Post Cadres for Toddlers

In coordinating comprehensive service centers, cadres play a significant role. They are tasked with overseeing the progress of children and infants, offering health advice to mothers and children. This ensures that the community is informed and able to apply proper care for children, pregnant women, and mothers (Juliati et al., 2019). If the cadres are inactive, the execution of integrated service centers will face obstacles, leading to a lack of early detection of infants' or toddlers' nutritional status. Consequently, the success of the integrated service center program, particularly in monitoring toddlers' growth and development, will be directly impeded (Rizqi, 2020).

In the characteristics of respondents, most cadres are classified as young, namely less than 46 years old. Based on Hadyana's study, individuals aged 20 to 49 exhibit significant levels of activity, aligning with Havighurst's Developmental Theory, which categorizes this age range as productive adulthood, characterized by community responsibilities (Sukandar et al., 2019). Thus, at that age someone prefers to play an active role in social community activities. In addition, respondents with a majority of high school education and above have a 3.96 times better likelihood of skills (Hidayati, 2021).

This research shows a relationship between cadre motivation and the performance of integrated service post cadres in the Selogiri Health Center work area in 2023 ($p\text{-value} < 0.001$). Cadres with good motivation have a performance risk of 14,598 times higher than cadres without motivation.

This study's findings align with the results of research conducted by Burhan et al. (2019), who also showed a relationship between motivation and performance of integrated service post cadres with a $p\text{-value}$ of 0.045. The findings of this study are the same as the results of research conducted by Nabut (2021), where the study states that there is a relationship between the level of motivation and performance of integrated service post cadres.

According to Rosmaini (2019), work motivation is the encouragement and stimulation that encourages someone to work enthusiastically because their needs are met. An essential role in the implementation of the integrated service post program is carried out by cadres, who function as responsible. The smooth implementation of integrated service posts can only be improved if cadres are active, so cadre performance becomes a crucial factor in the success of this program. The performance of integrated service post cadres is influenced by high motivation towards activities in integrated service posts. This level of motivation is crucial in

shaping the character of work and behaviour that is carried out based on certain motives (Retnowati et al., 2022).

The results of this study are also supported by research by Marissa (2019); there is a relationship between motivation and activeness of integrated service post cadres, indicating that cadres with low motivation tend to show less activeness and vice versa, cadres with high motivation tend to show good activeness as well. Motivation is generally related to efforts to meet all goals. Every individual in an organization has a different level of motivation. Cadres, as part of the integrated service post organization, also have different levels of motivation from one another. This encourages a person to choose to take action so that goals can be met. Cadres with low motivation tend to show less activeness; conversely, cadres with high motivation tend to show good activeness. Providing incentives to cadres is one action taken to increase cadre motivation.

Researchers Agustina (2023) showed a relationship between cadre motivation and cadre activeness in implementing integrated service post during the pandemic in the Menteng Health Center Working Area of Palangka Raya City. The results of this study indicate that cadre activeness is largely determined by cadre motivation in carrying out their duties as a form of concern for public health. A cadre with high motivation will be eager to carry out their duties well.

Intrinsic and extrinsic motivation can have a significant impact on the performance of posyandu cadres (Telaumbanua, 2018). Intrinsic motivations, such as a sense of need, expectation, and personal interest in health, can improve performance because cadres feel personally called. On the other hand, extrinsic motivations, such as material rewards, family support, or the environment, can also influence performance. Both can be complementary, but it is important to note that intrinsic motivations tend to be more sustained and profound compared to extrinsic motivations.

According to researchers, motivation is important in improving the performance of integrated service post cadres under five. Motivation is a key factor in improving the performance of integrated service post toddler cadres. A combination of intrinsic and extrinsic motivation, such as needs, expectations, interests, family encouragement, environment, and good rewards, can contribute to better performance and outcomes in improving under-five health in the community.

CONCLUSIONS

The results of this study conclude that there is a relationship between motivation and the performance of integrated service post cadres in the Selogiri Health Center working area of Wonogiri Regency in 2023, with a value (p-value <0.001). It is recommended that the community health center can improve training by utilizing cadres who are at productive age and provide different awards for active cadres so that the performance of integrated service post cadres in the Selogiri Puskesmas working area, Wonogiri Regency and it is recommended that further researchers examine other factors that can affect the motivation and performance of integrated service post cadres. Such research can include a variety of variables, increasing the number of samples and different locations, and using a more detailed research design with 2 comparison groups and random sampling technique. Staying focused on the correlation between motivation and performance of integrated service post cadres can be a foundation for future research.

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