



The Relationship Between Work Motivation and the Performance of Posyandu Cadres in the Kronjo Health Center Area in 2022

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ABSTRACT

Work motivation and work performance have a very close relationship to performance. Cadres have a very high linkage and are always active in posyandu activities so that it will improve the performance of posyandu cadres. Motivation is defined as strength, encouraging a person or group of people to achieve certain achievements according to what is desired. This study aims to determine the relationship between work motivation and the performance of posyandu cadres in the Kronjo Health Center area in 2022. This research is a quantitative study using a cross-sectional research design. Based on the results of statistical tests using the Spearman rank correlation test, it was obtained a p-value = 0.043, this shows that the value of p = 0.043 is still smaller than α 0.05, it is certain that between variable 1 and variable 2 there is a significant relationship between work motivation and cadre performance Posyandu in the Kronjo Sub-District Community Health Center in 2022 ($0.043 < 0.05$). The results of the Spearman rank statistical test obtained a p-value = 0.043, meaning that there is a significant relationship between work motivation and the performance of posyandu cadres in the Kronjo District Health Center area in 2022. Because it is still smaller than $\alpha < 0.05$, ($0.043 < 0.05$). moderate motivation is likely to perform sufficiently or insufficiently. It is suggested that the Kronjo District Health Center can improve training and provide different rewards for active cadres so that the performance of Posyandu cadres in the Kronjo Health Center Work Area is even better.

Keywords: Motivation, Performance, Work

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INTRODUCTION

Work motivation and work performance have a very close relationship to performance (Pinayungan Dongoran et al., 2020; Riyanto et al., 2021; Wiradendi Wolor et al., 2019). Cadres have a very high relationship and are always active in posyandu activities, which will improve the performance of posyandu cadres. But on the contrary, if cadres do not act supportive to be active in posyandu activities (ASTUTI et al., 2020; Hassi et al., 2021; Rita et al., 2018), then in the cadre there is low motivation so that it makes the cadre's performance low (Dorta-Afonso et al., 2021; Erdogan et al., 2022; Nadeem & Rahat, 2021). then in the cadre there is low motivation so that it makes the cadre's performanMotivasi diartikan sebagai kekuatan, mendorong seseorang atau kelompok orang untuk mencapai prestasi tertentu sesuai apa yang dikehendaki.ce low.

LITERATURE REVIEW

Integrated Service Post (Posyandu) is a basic health activity organized from by and for the community assisted by health workers in a Puskesmas working area which can be carried out at the hamlet hall, village hall, or other places that are easily visited by the community (Sulistiyorini dkk,2017 (Erdogan et al., 2022; Greener, 2019; Lee et al., 2018)). According to the Indonesian Ministry of Health (2016), Posyandu aims to support the acceleration of reducing maternal mortality rates (MMR), infant mortality rates (IMR) and toddler mortality rates (IMR) in Indonesia through community empowerment efforts. Posyandu is open once a month or more if needed (Fahmi et al., 2022; Ren et al., 2021; Shin & Hur, 2021; Steinbauer et al., 2018). Routine Posyandu activities are organized and driven by Posyandu cadres with technical guidance from puskesmas and related sectors (Dharma, 2018; Huang, 2019; Rowen et al., 2022). There are five steps in Posyandu, including (1) registration, (2) weighing (3) filling out the Towards Health Card (KMS) and (4) counseling (5) health services.

Posyandu cadres, hereinafter referred to as cadres, are community members who are willing, able and have the time to organize Posyandu activities voluntarily (Kemenkes RI, 2016). Cadres have a task that is divided into 3, namely before the opening day of Posyandu, during the opening day of Posyandu, and outside the opening day of Posyandu.The role of cadres greatly determines the success of Posyandu activities.

RESEARCH METHODOLOGY

This type of research is quantitative research using analytical descriptive with a Cross Sectional Study approach, to determine the relationship between work motivation and the performance of Posyandu cadres in the Kronjo Health Center area in 2022 The population in this study were all active cadres in the Kronjo District Health Center work area, namely 108 cadres. A sample of 85 cadres was taken using random sampling technique.data collection techniques using questionnaires.

The research data were analyzed bivariately to determine the relationship between the independent and dependent variables using the spearman rank statistical test with

the help of a computer program. This study was conducted at Posyandu in the kronjo sub-district puskesmas area in 2022 in May 10-17 May 2022.

RESULT AND DISCUSSION

The results of research on 85 Posyandu cadres show that the majority of Posyandu cadres in the Regio Kronjo Sub-district Health Center in 2022 most of them have high motivation, as many as 78.8%, while the percentage of cadres who have high motivation is 78.8%.

21.2% had good motivation. There are no cadres who have less motivation. Meanwhile, cadres who have high enough performance are 84.7% of cadres. Bivariate analysis using the spearman rank statistical test is as follows:

Hypothesis testing results of spearman rank test Relationship between Work Motivation and Cadre Performance Posyandu in the Kronjo District Health Center Area in 2022 is in the following table:

Work Motivation	Frequency (n)	Percentage (%)
Good	18	21,2%
Fair	67	78.8%
Lack	0	0%
Total	85	100.0

Table 1: Work motivation of Posyandu cadres in the Kronjo sub-district health center area

Source: primary data, 2022

Based on table 1.above, it is known that the majority of Posyandu cadres in the Kronjo District Health Center Region in 2022 mostly have high motivation, namely 78.8%, (67 people).

While the percentage of cadres who include having good motivation is 18 cadres (21.2%). There are no cadres who have less motivation

Table 2.Work performance of Posyandu cadres in the Kronjo sub-district health center area Year 2022

Work Motivation	Work Performance	Frequency (n)	Persentase (%)
Good	Good	13	15.3%
Fair	Fair	72	84.7%
Lack	Lack	0	0%
Total	Total	85	100.0

Source: primary data, 2022

Based on the table above, it is known that the majority of Posyandu cadres in the Kronjo District Health Center Area in 2022 mostly have high enough performance, namely 84.7% of Posyandu cadres.

		Work Performance				Total	%	P~Value
		Good %	%	Cukup %	%			
Work Performance	Good	0	0	18	21,2%	18	21,2%	0.043
	Simply	13	15,3%	54	63,5%	67	78.8%	
Total		13	15,3%	72	84.7%	85	100.%	
Uji Spearman Rank 0,043<0.05								

Table 3. The results of hypothesis testing of the Spearman rank test of the relationship between work motivation and the performance of Posyandu cadres in the Kronjo District Health Center area in 2022 are in the following table:

Work Performance Total % P~Value

Good % % % Fair % %

Work Performance Good 0 0 18 21.2% 18 21.2% 0.043

Simply 13 15.3% 54 63.5% 67 78.8%

Total 13 15.3% 72 84.7% 85 100.%

Spearman Rank Test 0.043<0.05

Based on table 3 above shows that 63.5% of cadres who have sufficient work motivation, and who have good motivation as many as 15.3% of cadres who have very high motivation perform their duties and responsibilities well. This means that the lower the motivation tends to show less performance and cadres who have high motivation tend to show good performance as well. The results of the spearman rank statistical test obtained a p-value = 0.043 means that there is a significant relationship between work motivation and the performance of posyandu cadres in the Kronjo District Health Center area in 2022. Because it is still smaller than $\alpha < 0.05$, (0.043 < 0.05). cadres with moderate motivation are likely to perform moderately or less.

The results of the spearman rank statistical test which states the relationship between work motivation and the performance of Posyandu cadres in the Kronjo Health Center Region in 2022 are evidenced by the p-value = 0.043 $\alpha < 0.05$. individual performance can be influenced by effort. Individual efforts are realized in the form of motivation. Motivation is the strength that a person has and this strength will give birth to intensity and perseverance that is done voluntarily. According to Henny (2017) in Mangkunegara (2019), there are several factors that can affect performance, namely individual factors, psychological factors consisting of perceptions, attitudes, personalities, learning and motivation. According to Mangkunegara (2019) (Musriha, 2019; Nguyen et al., 2019; Ren et al., 2021; Smeddinck et al., 2019). (Deressa & Zeru,

2019; Faculty of Teacher Training & Education, Sultan Ageng Tirtayasa University. et al., 2019; Park & Lee, 2020). Someone who is positive about the work situation will show high work motivation.

From the results of research in the Kronjo District Health Center Region in 2022 on 85 cadres in 10 villages, the work motivation of Posyandu cadres varied, namely good, sufficient, and lacking, the majority of cadre performance was classified as good as 18 people (21.2%), while the motivation of Posyandu cadres most of the motivation was quite high, as many as 54 people (63.5%),

This research is in line with some previous research. Based on research conducted by Yulius Nuryani, Dkk, the results obtained p-value (0.027) < α (0.05) which means that there is a relationship between work motivation and the performance of cadres in posyandu in the southern cengkareng kelurahan. This relationship is supported by the enthusiasm of posyandu cadres in the southern cengkareng kelurahan who want to increase their knowledge, especially about health, this relationship is also supported by the type of work of cadres who are mostly housewives so they have more time to participate in posyandu activities.

This researcher also believes that work motivation with the performance of posyandu cadres is supported by the enthusiasm of posyandu cadres in the kronjo sub-district area who want to broaden their horizons, especially about health. besides that they are interested in becoming cadres because they get a lot of knowledge from posyandu activities, this relationship is also supported by the type of work of cadres who are mostly housewives so they have more time to participate in posyandu activities.

CONCLUSION

The results of the spearman rank statistical test obtained a p-value = 0.043 means that there is a significant relationship between work motivation and the performance of posyandu cadres in the Kronjo District Health Center area in 2022. Because it is still smaller than α < 0.05, (0.043 < 0.05). cadres with moderate motivation are likely to perform moderately or less. It is recommended that the Kronjo District Health Center can increase training and provide different awards for active cadres so that the performance of Posyandu cadres in the Kronjo Health Center Working Area is even better.

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