

Strengthening Human Resources Through Introduction and Stunting Prevention

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ABSTRACT: This study aims to find solutions to strengthening human resources through the introduction and prevention of stunting. Stunting will cause long-term impacts, namely disruption of physical, mental, intellectual, and cognitive development. Children who are stunted until the age of 5 years will be difficult to repair so that it will continue into adulthood and can increase the risk of offspring with low birth weight (LBW). Strengthening human resources starts at an early age starting from the childhood phase to the adolescent/adult phase. This study uses a qualitative method with a library research model approach, this approach uses theory and expert opinion as the main object of research. Stunting prevention must be the responsibility of each party and related stakeholder to reduce the stunting rate which is still high in Indonesia. Prevention is carried out by campaigning for the anti-stunting movement and providing training to mothers related to stunting. Significant strengthening of human resources will be obtained through suppressing the number of stunting cases and good handling of stunting cases in Indonesia.

Keywords: Strengthening Human Resources, superior HR, Stunting.

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INTRODUCTION

Stunting is a physical growth disorder characterized by a decrease in growth speed and is the impact of nutritional imbalances. According to the World Health Organization (WHO) Child Growth Standards, stunting is based on an index of body length for age (PB/U) or height for age (TB/U) with a limit (z-score) of less than -2 SD.3. Stunting is still a nutritional problem in Indonesia that has not been resolved. Stunting will cause long-term impacts, namely disruption of physical, mental, intellectual, and cognitive development. To note In 2019, the prevalence of stunting in North Sumatra still reached 30.11%, only a decrease of 2.3% compared to the previous year which was 32.39 percent or in the 14th position above the national average, meaning that at that time 3 out of 10 children under five in Indonesia experience stunting.

The stunting eradication campaign has been carried out for years, but the number of stunting cases in Indonesia is still high, from 5 million births each year, 1.2 million babies are born stunted. The reason for the high rate of stunting or stunting in Indonesia is because some of the birth of babies are already in a condition of lack of nutrition so they are raised with a lack of nutrients. In addition to causing stunted children's growth, stunting also has an impact on brain development that is not optimal, resulting in poor mental and learning abilities, and poor school performance. Stunting and other conditions related to malnutrition are also considered as one the risk factors for diabetes, hypertension, obesity, and death from infection.

In overcoming this stunting problem, the Government has made various efforts, including promoting the National Nutrition Campaign for Community-Based Health and Nutrition Program (PKGBM), by changing people's behavior through a comprehensive approach, such as activating posyandu-posyandu and providing knowledge about child nutrition to mothers. For this reason, support from all parties is needed for the success of this stunting alleviation program, because without support from the community, especially families, especially mothers, efforts to prevent stunting cases or growth failure in children will not be achieved.

THEORETICAL REVIEW

Definition of stunting

Stunting is a condition of failure to thrive in children under five as a result of chronic malnutrition so that children become too short for their age. Malnutrition occurs since the baby is in the womb and the early days after the child is born, but only appears after the child is 2 years old (Ministry of Finance of the Republic of Indonesia, 2018). Stunting is a chronic malnutrition problem caused by insufficient nutritional intake for a long time due to feeding that is not

by nutritional needs. Stunting occurs when the fetus is still in the womb and only appears when the child is two years old. Malnutrition at an early age increases infant and child mortality, causes sufferers to get sick easily, and have poor posture as adults (Millennium Challenge Account Indonesia, 2014). According to researchers, stunting is a growth failure problem that occurs in toddlers because toddlers lack nutritional intake from birth so children become short or very short when compared to children their age.

RESEARCH METHODOLOGY

This study uses a qualitative method with a library research model approach, this approach uses previous research, theories, expert opinions, documentation, and other literature as the main object of research. Sugiyono (2015) states that this type of qualitative research produces information in the form of descriptive data, notes, and documents as well as information contained in the text under study. The descriptive analysis method was carried out to provide an overview and explanation of the main research issues related to stunting, strengthening human resources, and the introduction and prevention of it. Data were collected from several previous research literature that supported the study of the problems studied, data collection was obtained from the literature obtained from providers of indexed journals, books, official data, and expert opinions that guide a lot of literature.

RESULTS

Stunting and Strengthening of Human Resources

Strengthening Human Resources through stunting prevention can be done through the nutrition coordinator program for midwives and cadres. The task of the nutrition coordinator between midwives and cadres is to coordinate, plan, monitor, and motivate the community regarding nutritional adequacy in toddlers. Strengthening of Human Resources in the context of stunting has been integrated but there is no special team and the main tasks and functions are not by their competencies, especially the nutrition coordinator held by the midwife. motivate clients who have not received health services.

Knowledge is the result of knowing, and this occurs after people have sensed a certain object. Sensing occurs through the human senses, namely the senses of sight, hearing, smell, taste, and touch. As stated by Notoatmodjo, increasing knowledge will lead to changes in perceptions, and habits and form one's beliefs. In addition, knowledge also changes a person's attitude towards certain things. From experience and research, it is proven that if a person's behavior is based on knowledge, awareness, and a positive attitude, then the

behavior will be long-lasting. On the other hand, if the behavior is not based on knowledge and awareness, it will not last long (Notoatmodjo, 2012).

Outreach activities will be followed by all targets. Active targets listen to counseling, participants actively ask questions, and the media used is adequate. The problem that arises in this activity is that the atmosphere is getting less conducive during the day because some toddlers are fussy so some questions are submitted through personal communication. The problem asked by parents in this session was about some feeding difficulties in their toddlers. Several factors influence the occurrence of malnutrition in children under five, namely direct factors, namely food intake, and infectious diseases, and indirect factors such as nutritional knowledge (parental education, knowledge about nutrition, parental income).

The provision of sufficient knowledge about nutrition and nutritional parenting patterns for toddlers is expected to improve nutritional parenting patterns in the households of toddlers with stunting. Knowledge will determine a person's behavior. A mother who has high knowledge will think more about taking action, including being careful in giving complementary foods (Kristianto, 2013).

DISCUSSION

The problem of stunting in Indonesia is the responsibility of all stakeholders from families, health institutions, and government to the community and the mass media. The problem of stunting can be prevented and managed first by educating families, especially mothers to provide adequate nutrition for toddlers, exclusive breastfeeding in the first 6 months, and complementary feeding (MPASI) in the following month until 24 months, MPASI must meet the standards set by the ministry of health as a healthy and nutritious food. Mothers' understanding of nutritious food and the symptoms of stunting provides a better opportunity for children to avoid stunting (Beal et al, 2018).

In Indonesia, mothers with stunting awareness are still relatively low, they give whatever food they have without calculating the nutritional adequacy of the child. The research of Manggala et al (2018) found that toddlers in Indonesia consume monotonous food, usually in the form of instant noodles or other instant foods that do not meet nutritional adequacy this greatly affects the development of the quality of Indonesian human resources. Data on the prevalence of stunted toddlers by the province in Indonesia in 2019 and 2021 are shown in the following table.

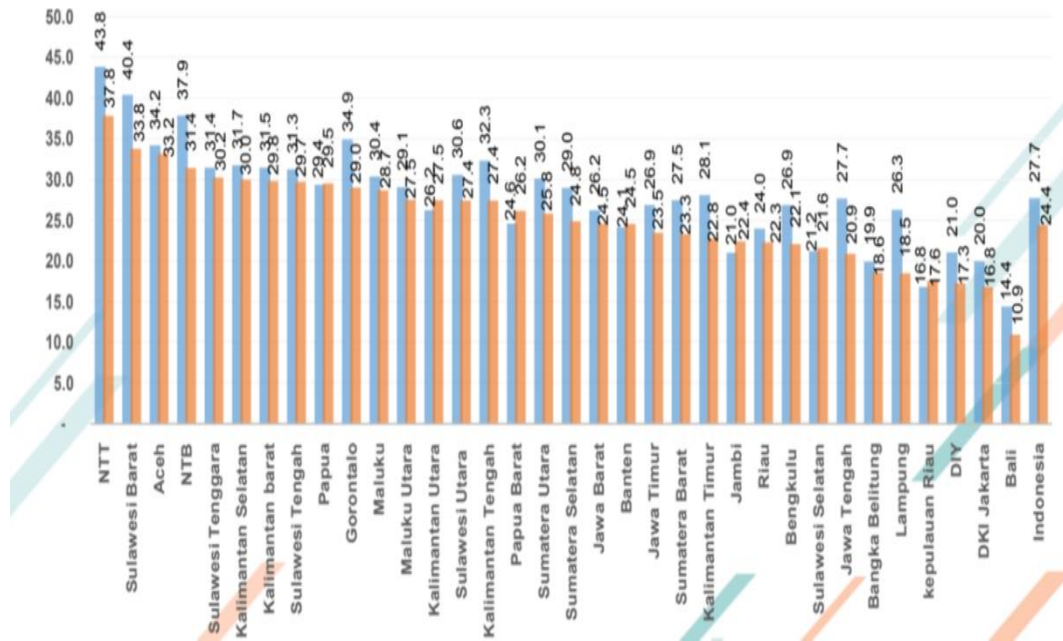


Figure 1 : Prevalence of stunted toddlers by the province in Indonesia in 2019 and 2021

From the data above, it appears that there are still many provinces in Indonesia whose stunting population is above the national average, namely 27.7 in 2019, and in 2021 it fell to 24.4. Based on the results of the Indonesian Nutrition Case Study (SSGI) in 2021, the prevalence of stunting in Indonesia is 24.4 percent. This figure experienced a decrease of 3.3 percent in 2019 by 27.7 percent. The prevalence of stunting is better than in Myanmar (35 percent), but still higher than in Vietnam (23%), Malaysia (17%), Thailand (16%), and Singapore (4%).

The World Health Organization (WHO) places Indonesia as the third country with the highest stunting prevalence rate in Asia in 2017. The figure reached 36.4 percent. However, in 2018, according to Basic Health Research (Riskesdas) data, the figure continued to decline to 23.6 percent. From the same data, it is also known that stunting in children under five in Indonesia fell to 30.8 percent. According to the National Family, Planning Coordinating Board Stunting will reduce the income of adult workers by up to 20 percent and result in a loss of GDP of up to 11 percent due to lack of productivity. Another contribution that stunting makes with reduced income is the existence of inter-generational poverty and a 10 percent reduction in total lifetime income. Stunting is believed to be able to inhibit economic growth, improve the quality of human resources, increase poverty, and widen inequality. If this problem is not addressed, certainly, Indonesia will not be able to compete in facing global challenges in the future.

The focus of stunting prevention in Indonesia is now directed to adolescent women because the cause of children growing short is chronic

malnutrition from the womb. When a child is born, the signs of malnutrition are not visible and it is only discovered that he is stunted after two years of age.

CONCLUSION

Stunting conditions in Indonesia are very vulnerable to the quality of human resources. Stunting causes children's motor development to be disturbed, both gross and fine motoric, this causes children's brain development in the golden age period to be not optimal.

Of the 34 provinces in Indonesia in 2021, as many as 20 provinces have stunting rates above the national average of 24.4. The highest stunting rate in 2021 is in East Nusa Tenggara Province at 37.8 and the lowest is on the island of Bali at 10.9. If observed in percentage terms, 58.8% of provinces in Indonesia have stunting rates above the national average. This figure exceeds half of the provinces in Indonesia. This is certainly a challenge for the State of Indonesia in the context of increasing human resources by conducting an introduction and prevention program against the dangers of stunting.

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