

Factors Related to the Activeness of Posyandu Cadres in the Working Area of the Yamo Health Center, Puncak Jaya Regency

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ARTICLE INFO A B S T R A C T

Keywords: Posyandu, Cadre Activeness, Yamo Health Center

Received: 14, July

Revised: 28, July

Accepted: 29, August

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This study aims to assess the factors associated with the activeness of posyandu cadres in the working area of the Yamo Health Center, Puncak Jaya Regency. The type of research used is quantitative with cross sectional method. The number of respondents was 38 people from 13 Posyandu. The results showed that there was a relationship between age and the activeness of posyandu cadres at the Yamo Health Center ($p < 0.001$). There is no relationship between gender and the liveliness of posyandu cadres at the Yamo Health Center ($p > 0.46$). There is a relationship between education and cadre activeness at the Yamo Health Center ($p < 0.000$). There is no relationship between marital status and cadre activeness at the Yamo Health Center ($p > 0.147$). There is no association between training and cadre activeness at the Yamo Health Center ($p > 0.200$). There is a relationship between incentives and cadre activeness at the Yamo Health Center ($p < 0.000$). There is a relationship between knowledge and cadre activeness at the Yamo Health Center ($p < 0.001$). There is no relationship between attitude and cadre activeness at the Yamo Health Center ($p > 0.061$). As a recommendation, it is necessary to adjust incentives to better suit the expectations and needs of cadres, both in terms of the amount and type of incentives provided.

INTRODUCTION

Nutrition problems in children can be anticipated by monitoring their growth. Growth monitoring is one of the main activities of the nutrition improvement program that focuses on preventing and improving child nutrition. Monitoring toddler growth is used to accelerate the reduction of infant mortality, toddler mortality and maternal mortality. Growth monitoring activities are integrated with other basic health services (Maternal and Child Health (MCH), immunization, disease eradication) at Posyandu (Yunita, 2019). The activeness of cadres is very important in increasing community participation to be active in following Posyandu toddlers. Community development in the field of health through activities carried out at Posyandu, a cadre must have knowledge of his role to carry out programs for the continuity of services at Posyandu in accordance with the situation or basic needs, which in its activities still pay attention to aspects of community empowerment (Kemenkes RI, 2018).

Monitoring the growth of toddlers carried out by cadres has a series of activities consisting of: 1) regular assessment of child growth through monthly weighing, filling out the Towards Health Card (KMS), assessing growth status based on weight gain; follow-up of each case of growth disturbance with counseling, referral, Supplementary Feeding (PMT); follow-up in the form of policies and programs at the community level, as well as increasing motivation to empower families (Kemenkes RI, 2018). The cadres selected or appointed are those who have received basic and refresher training on service activities at Posyandu. The approach used in the basic training and refresher cadres is a conventional approach, which is training provided by lecture and question and answer. One of the disadvantages of conventional methods is that they only increase knowledge, but do not improve the skills of trainees (Ministry of Health, 2018). This is also the case in Papua Province, where training and refresher courses for cadres continue to be conducted at least once a year (Papua Provincial Health Office, 2022).

Health services in the posyandu are meaningless if there is no role of the posyandu cadre (Oruh, 2021). However, the situation obtained in the field shows something different, the results obtained are that some cadres are not active in every posyandu implementation activity so that services are not provided properly (Hasanuddin, in Amini et al., 2023). According to the Indonesian Ministry of Health (2020), there are still posyandu that experience limited cadres, namely not all cadres are active in every posyandu activity so that services do not run smoothly. The limitation of cadres is due to cadres dropping out because they are more interested in working in other places that provide economic benefits, cadres moving because they follow their husbands, and also after husbands no longer want to be cadres, cadres as volunteers feel bored and other factors such as lack of training and limited incentives, knowledge and education that should be owned by a cadre, because based on previous research cadres recruited by puskesmas staff mostly only have an education up to high school level with very minimal knowledge and generally do not work.

Posyandu has an important role as one of the social activities for mothers to monitor children's growth and development (Kemenkes RI, 2018). Afrida's

research (2019) in the Kota Juang Health Center Working Area, Bireuen Regency found that factors that influence the activeness of posyandu cadres are education, incentives, knowledge and family support affect the activeness of posyandu cadres while age, training and attitudes have no effect on the activeness of posyandu cadres. In Desi and Fitri's research (2022) in Cabangbungin Bekasi Regency that there is a significant influence between education, knowledge, family support and health worker support on the activeness of posyandu cadres while age, marital status, length of time as a cadre has no significant effect on the activeness of posyandu cadres.

One of the programs in the implementation of posyandu is a nutrition program with the results of evaluating program coverage (K / S) or the number of toddlers who have a Card Towards Health (KMS / MCH Book), community participation coverage (D / S), weighing continuity coverage (D / K), weighing success coverage (N / D), vitamin A distribution coverage and Fe distribution coverage (Kemenkes RI, 2018). The SKDN indicator in Indonesia in 2022 for the D / S participation rate program is 71.35% and has not yet reached the target set at 80% (Kemenkes RI, 2022). Data from the Papua Provincial Health Office in 2021, program coverage or reach or K / S (72.15%), community participation or D / S (37.60%), coverage of weighing toddlers who have KMS or D / K (118.57%), all toddlers who gain weight or N / S (17.01%), toddlers who gain weight or N / D (49.86%) (Papua Provincial Health Office, 2022). Toddler growth monitoring data in Puncak Jaya Regency in 2021 with K / S = 60%, D / S 60%, N / D = 59%, D / K = 99%, N / S = 22% of the 80% target set (Puncak Jaya District Health Office, 2022). The results of monitoring toddler growth in the Yamo Health Center working area obtained K / S = 75%, D / S 67%, N / D = 58%, D / K = 100%, N / S = 26% of the 80% target set. This shows that only the achievement of D / K meets the target set as well as the growth of toddlers who gain weight or N / S.

Puskesmas Yamo has 13 Integrated Service Post (Posyandu) facilities with a total of 40 cadres. The results of interviews in October 2023 with nutrition officers at the Yamo Health Center during the implementation of posyandu revealed that the average attendance of cadres during posyandu services is 8 - 10 times each year, even there are cadres who are active only 4-6 times each year. This has hampered the implementation of posyandu, especially in increasing community participation in the care of toddlers and the examination of pregnant women. The posyandu schedule becomes irregular and the implementation of posyandu becomes slower. Based on the things that have been described, the researcher is interested in conducting research with the title "Factors Related to the Activeness of Posyandu Cadres in the Working Area of the Yamo Health Center, Puncak Jaya Regency".

THEORETICAL OVERVIEW

Definition of Posyandu

Posyandu is a community activity center where people can simultaneously obtain family planning (KB) and child health services (Angelina et al., 2020). Posyandu is one of the platforms for communication, technology experts and community services that have an important value in creating human

resources from the start. This means that Posyandu is a community group activity center in an effort to facilitate access to health and family planning services (Muttaqin and Rahayuningsih, 2020).

Posyandu is an assistance coordinated by the local community by the local community and for the local community while public agencies only cooperate. Posyandu has been established by public authorities as a technique to expand health service coverage (Lestari, 2023). Posyandu as a functional unit and family planning (KB), where there is a meeting between proficient administration (health workers) and non-experts (cadres) who are coordinated for local efforts UKBM (Community Based Health Efforts) activities are activities carried out from the community, by the community, and for the community itself and involve local government to improve health status through posyandu efforts. Forms of activities that can be implemented in posyandu include maternal and child health programs (MCH), Family Planning (KB), Nutrition and diarrhea prevention. The skills and knowledge and attitudes of cadres will determine the implementation of these posyandu activities (Rhapsodia, 2019).

Definition of Posyandu Cadres

Cadres have a significant role in the smooth process of health services, one of which is posyandu activities (Profita, 2018). Meanwhile, Nurbaya et al. (2022) said that cadres play a very important role in the implementation of posyandu as one of the activities to monitor the nutritional status of toddlers. In relation to stunting, posyandu cadres are considered close to the community, so they are expected to be able to convey information related to stunting (Nugraheni and Malik, 2023).

A cadre is a voluntary worker recruited from by and for the community who is tasked with assisting the smooth running of health services. The existence of cadres is often associated with routine services at Posyandu, so a posyandu cadre must be willing to work voluntarily and sincerely, willing and able to carry out posyandu activities, and willing and able to mobilize the community to carry out and participate in posyandu activities (Kemenkes RI, 2018).

Community health cadres are men or women who are selected by the community and trained to deal with individual and community health problems, and work in places close to health service delivery (Walyani, 2015). According to Husna (2021), the criteria for Posyandu cadres, namely; can read and write, have a social spirit and are willing to work as volunteers, know the customs and habits of the community, have sufficient time, live in the Posyandu area, look friendly and sympathetic, and are accepted by the local community.

Activity of Posyandu Cadres

According to the general dictionary of the Indonesian language, active is active, diligent in trying or working. Activeness is a person's activity or busyness. The level of activeness referred to here is the level of cadre activity or busyness, thus active posyandu cadres are cadres who are active, diligent in trying or working while the activeness of posyandu cadres is the activity or busyness of cadres in posyandu groups (Amini et al., 2023). Cadres play a role in encouraging the community in terms of improving the quality of healthy life by providing

motivation, being an example, and as program implementers (Kusuma et al., 2021).

Cadre activeness is the involvement of cadres in community activities which is a reflection of their efforts to meet various perceived needs and devotion to their work as cadres. The liveliness of Posyandu cadres is from the presence or absence of the implementation of Posyandu activities as a task assigned to them. This activity will run well if supported by adequate facilities. The facilities provided should be sufficient and in accordance with the duties and functions that must be carried out and there is the availability of the right time, place, appropriate and feasible to support Posyandu activities (Herlinawati and Pujiati, 2019).

METHODOLOGY

Methods are mandatory in conducting a study (Ohoiwutun and Kaunang, 2024; Tokang and Yumame; 2023). Where the method used must be in line with the subject matter being discussed (Ilham et al., 2020). Therefore, this research is an analytical study that aims to find the relationship between variables by analyzing the data that has been collected. This study used a cross sectional approach, namely by measuring the independent variable and the dependent variable only once at the same time (Notoatmodjo et al., 2018). This study was conducted at 13 Posyandu in the working area of the Yamo Health Center, Puncak Jaya Regency in December 2023 to January 2024.

The population is all cadres in the working area of the Yamo Health Center as many as 38 people in 13 Posyandu. The sample is a portion taken from the entire object under study and is considered representative of the entire population called the research sample (Notoatmodjo et al., 2018). According to Arikunto (2019) if the population is less than 100, then all 38 cadres are active cadres who get honoraria from the Puncak Jaya District Health Office by means of total sampling. When sampling it turned out that only 38 cadres were interviewed while 2 cadres had died. The type of data uses two types of data, namely primary data and secondary data. The research instruments used in this study are questionnaires, observation sheets, stationery, and Iphone 7 plus mobile phones. Data collection techniques were carried out by collecting primary and secondary data and then recording according to the variables needed based on the questionnaire. In addition, literature studies were also carried out by searching for literature relevant to the topic being studied (Tebay and Ilham, 2023).

Data processing was carried out with the SPSS (Statistical Product and Service Solutions) program which first went through several stages, namely: Editing (data editing), Coding (data coding), Scoring (Scoring), Entry (data entry), Cleaning (data cleaning). Data Analysis; Univariate Analysis and Bivariate Analysis.

RESULTS

Respondent Characteristics

Based on the results of data processing, the characteristics of the research sample showed that the age of the sample was mostly at the age of 35 years and

over, totaling 26 respondents (68.42%), generally had a basic education of junior high school there were 15 people (39.5), all cadres were married and worked as farmers, had a good attitude there were 26 people (68.4%), and most did not have good knowledge about posyandu, all received the same incentives but the number of active and inactive cadres was almost equal. Active cadres carrying out posyandu activities totaled 20 people and as many as 18 people were less active.

Bivariate Analysis

1. Relationship between age and activity of Posyandu cadres at Yamo Health Center, Puncak Jaya Regency

The results of data analysis show the relationship between age and activeness of posyandu cadres is as follows:

Table 1. Relationship between Age and Activity of Posyandu Cadres

Age	Liveliness						p-Value
	Active		Inactive		Total		
	n	%	N	%	n	%	
< 35 Years	9	23,7	0	0	9	23,7	0.001
≥ 35 Years	11	28,9	18	47,4	29	76,3	

(Source: Primer Data, 202)

Based on the data in Table 1, it can be seen that the proportion of active cadres in the age group 35 years and over (76.3%) is higher than the age group under 35 years. The statistical test results show that there is a relationship between the age of cadres and the activeness of posyandu cadres in carrying out posyandu activities with a p-value of 0.001 <0.05.

2. Relationship between gender and activeness of Posyandu cadres

Based on the processing carried out, it is known that the relationship between gender and the activeness of poysnadu cadres is shown in table 2, as follows

Table 2: Relationship between Gender and Activeness of Posyandu Cadres

Gender	Liveness						p-Value
	Active		Inactive		Total		
	N	%	n	%	N	%	
Man	12	60	5	28	17	45	0.46
Woman	8	40	13	72	21	55	
Total	20	100	18	100	38	100	

(Source: Primer Data, 2024)

Table 1 shows that male cadres are more actively involved in carrying out posyandu activities. The results of the chi square test show that there is no relationship between gender and the activeness of posyandu cadres in the working area of the Yamo Health Center, Puncak Jaya Regency, which is known from the calculated p-value of 0.46 > 0.05.

3. Relationship between education and activeness of Posyandu cadres

The results of data analysis showed the relationship between respondents' education and the activeness of posyandu cadres shown in table 3 as follows:

Table 8. Relationship between Education and Activeness of Posyandu Cadres

Education	Liveness						p-Value
	Active		Inactive		Total		
	n	%	n	%	n	%	
Low	8	40	18	100	26	68.42	0.000
High	12	60	0	0	12	31.58	
Total	20	100	18	100	100	100	

(Source: Primer Data, 2024)

The results of the Chi Square statistical test show that there is a relationship between the level of education of respondents and the activeness of cadres in posyandu with a p-value of $0.000 < 0.05$.

4. Relationship between marital status and activeness of Posyandu cadres

Based on the results of data processing, it is known that the relationship between marital status and the activeness of posyandu cadres is shown in table 4 as follows:

Table 4. Relationship between Marital Status and Activeness of Posyandu Cadres

Marriage status	Liveness						p-Value
	Active		Inactive		Total		
	n	%	N	%	n	%	
Married	20	52.63	18	47.37	38	100	0.147
Unmarried	0	0	0	0	0	0	
Total	20	100	18	100	38	100	

(Source : Primer Data, 2024)

Based on Chi Square statistical analysis, it is known that there is no relationship between marital status and the activeness of posyandu cadres in the working area of the Yamo Health Center, Puncak Jaya Regency, which is indicated by the calculation of the p-value $0.147 > 0.05$.

5. Relationship between training and activeness of Posyandu cadres

Based on the results of the analysis, it is known that the relationship between training and the activeness of posyandu cadres is as follows:

Table 5. Relationship between Training and Activeness of Posyandu Cadres

Training	Liveliness						p-Value
	Active		Inactive		Total		
	N	%	n	%	n	%	
Yes	13	65	15	83	28	74	0.200
No	7	35	3	17	10	26	

Total	20	100	18	100	38	100
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(Source: Primer Data, 2024)

Based on the results of the Chi Square test, it is known that the p-value is $0.200 > 0.05$, meaning that there is no relationship between the training received by cadres and the activeness of posyandu cadres in the working area of the Yamo Health Center, Puncak Jaya Regency. In other words, whether they have attended training or have never attended training has nothing to do with the activeness of cadres in posyandu.

- Relationship between Incentives and the Activeness of Posyandu Cadres
The results of the analysis of incentives with posyandu cadres in the Yamo Health Center working area are shown in Table 6 below:

Table 6: Relationship between Incentives and Activeness of Posyandu Cadres

Insentive	Liveliness						p-Value
	Active		Inactive		Total		
	n	%	n	%	n	%	
Match	0	0	9	100	9	24	0.000
Unmatch	20	100	9	100	29	76	
Total	20	100	18	100	38	100	

(Source: Primer Data, 2024)

Based on the results of Chi Square analysis, it is known that the p-value is $0.000 < 0.05$, meaning that there is a relationship between the incentives received by cadres and the activeness of cadres in the working area of the Yamo Health Center, Puncak Jaya Regency in implementing posyandu.

- Relationship between Knowledge and Cadre Activeness
Based on the results of the analysis, it is known that the relationship between knowledge and the activeness of posyandu cadres in the Yamo Health Center working area is as follows:

Table 7. Relationship between Knowledge and Activeness of Posyandu Cadres

Knowledge	Liveliness						p-Value
	Active		Inactive		Total		
	n	%	N	%	n	%	
Good	11	55	1	6	12	32	0.001
Less	9	45	17	94	26	68	
Total	20	100	18	100	38	100	

(Source: Primer Data, 2024)

The results of Chi Square analysis show that there is a relationship between cadre knowledge about posyandu and cadre activeness in the working area of the Yamo Health Center, Puncak Jaya Regency, which is indicated by a p-value of $0.001 < 0.05$.

8. Relationship between Attitude and Activeness

Based on the results of data processing, the relationship between attitude and activeness of Posyandu cadres is shown in table 13 below:

Table 8. Relationship between Attitude and Cadre Activeness

Attitude	Liveliness				Total		p-Value
	Active		Inactive				
	N	%	n	%	n	%	
Good	11	55	15	83	26	68	0.061
Less	9	45	3	16	12	31	
Total	20	100	18	100	38	100	

(Source: Primer Data, 2024)

The results of the Chi Square analysis showed that there was a relationship between respondents' attitudes and the activeness of cadres in the working area of the Yamo Health Center, Puncak Jaya Regency, as indicated by the calculation of the p-value $0.061 > 0.05$.

DISCUSSION

Relationship Between Age And Cadre Activeness

In this study, Posyandu cadres aged 35 years and above according to Erickson's theory felt compelled to contribute more to the community, which explains their higher level of activeness. Maslow in his theory asserts that active cadres are most likely to have achieved the fulfillment of basic needs and psychological needs, so they are at the stage of self-actualization. At this stage, they are motivated to do meaningful activities, such as contributing to the Posyandu, which allows them to meet their needs for self-esteem and self-realization.

Cadres who are 35 years old may have a high affective commitment to Posyandu, which means they have a strong emotional attachment and feel proud to be part of the organization. They may also have a high normative commitment, feeling a moral obligation to contribute because of the benefits they receive. These commitments increase their likelihood of remaining active in Posyandu activities.

Another study similar to this is research by Suherni et al., (2018) entitled "The Relationship between Characteristics of Posyandu Cadres and Activeness in Implementing Activities at Posyandu in Sukolilo District". This study found that posyandu cadres over 35 years old showed a higher level of activeness compared to younger cadres. These results are in line with Erikson's psychosocial development theory, which states that individuals in the middle adult stage (generativity vs. stagnation) tend to be encouraged to make greater contributions to society. The study also found that older cadres feel they have a responsibility and important role in their community, which motivates them to be more active in posyandu activities.

Relationship between Gender and Activeness of Posyandu Cadres

The results of the chi-square test concluded that gender did not have a significant influence on the activeness of Posyandu cadres in the sample studied.

This means that both men and women have almost the same opportunity to be active in Posyandu activities. The results of this study showed that 12 male cadres were active and 8 female cadres were active. Although numerically more men are active than women, this difference is not statistically significant enough to suggest that gender affects the activeness of Posyandu cadres.

According to Social Role Theory developed by Eagly and Wood. This theory was first proposed in their article published in 1987. An individual's role in society is often influenced by gender-related social norms and expectations. However, in the context of Posyandu cadres, the results of this study suggest that such norms and expectations may not greatly influence cadre activeness. Both men and women have almost the same opportunity and motivation to be actively involved.

Another study that found similar results was a study by Putri et al., (2020) entitled "The Effect of Demographic Factors on the Activeness of Posyandu Cadres in Banyumas Regency". This study also used the chi-square test and concluded that gender did not have a significant influence on the activeness of Posyandu cadres. In this study, both men and women have almost the same opportunity to be active in Posyandu activities.

Relationship between education and activeness of Posyandu cadres

The results of the chi-square test concluded that there was a significant difference in the level of activity of Posyandu cadres based on their level of education. Cadres with primary school education were 10 active, cadres with junior high school education were 6 active, cadres with high school education were 12 active. This comparison shows that cadres with high school education are more likely to be active in Posyandu activities than cadres with junior high school and primary school education. This could be due to several factors such as: (1). Knowledge and skills: (2). Cadres with higher education have better knowledge and skills, which makes them more confident and competent in carrying out Posyandu tasks. (3). Concern for Health; Higher education can increase awareness and concern for health issues, so they are more motivated to actively participate in Posyandu activities. (4). Communication Skills: Cadres with a high school education may have better communication skills, which makes it easier for them to interact with community members and promote Posyandu programs.

Another study that found similar results was research by Rahmawati et al., (2019) entitled "The Influence of Education Level on the Activeness of Posyandu Cadres in East Semarang District". This research also used the chi-square test and concluded that there was a significant difference in the level of activity of Posyandu cadres based on their education level. Cadres with a higher level of education tend to be more active in Posyandu activities compared to those with a lower level of education.

According to social and educational theory, education plays an important role in shaping individual attitudes, values and behavior. Higher education tends to provide individuals with more insight, skills, and resources that can be used to contribute effectively to community activities. In the context of Posyandu

cadres, high school education cadres may be more prepared and motivated to be actively involved because they have a better understanding of the importance of their role in society (Kartini, R. 2019).

Another study that found similar results was research by Rahmawati et al., (2019) entitled "The Influence of Education Level on the Activeness of Posyandu Cadres in East Semarang District". This study also used the chi-square test and concluded that there was a significant difference in the level of activity of Posyandu cadres based on their education level. Cadres with a higher level of education tend to be more active in Posyandu activities compared to those with a lower level of education.

According to social and educational theory, education plays an important role in shaping individual attitudes, values and behavior. Higher education tends to provide individuals with more insight, skills, and resources that can be used to contribute effectively to community activities. In the context of Posyandu cadres, high school education cadres may be more prepared and motivated to be actively involved because they have a better understanding of the importance of their role in society (Kartini, R. 2019).

Relationship between Marital Status and Posyandu Cadre Activity

Based on the results of data analysis, it is known that the P-value obtained (0.147) is greater than the level of relationship that is generally used (0.05), meaning that there is no significant relationship between marital status and the activity of Posyandu cadres. These results indicate that marital status does not significantly influence the activity of Posyandu cadres in the sample studied. This means that both cadres who are married, widows and widowers have the same opportunity to be active in Posyandu activities.

The results of this research are in line with research by Zaidati and Suryanto (2016) in Sungai Selatan Regency which stated that gender was not significant to the activity of posyandu cadres. Furthermore, it was said that the results of this study showed that there was no significant relationship between marital status and the activity of Posyandu cadres. Nevertheless, this analysis provides insight into cadre participation patterns based on their marital status, as well as the importance of other factors in motivating cadres to engage in Posyandu activities. Understanding these findings, public health programs can better adapt strategies to increase the participation of cadres from various marital status backgrounds.

Relationship between Training and Active Posyandu Cadres

The results of this research show that the P-value is 0.200, meaning that there is no statistically significant relationship between participation in training and the activeness of Posyandu cadres. These results indicate that although training is important, it cannot be concluded that training directly increases cadre activity. Motivational theories, such as Maslow's Hierarchy of Needs and Herzberg's Two-Factor Theory, state that individuals are motivated by a variety of needs and nurturing factors. In this context, although training can fulfill the need for self-development (self-actualization), other factors such as a sense of job

security, recognition, appreciation and social support may be more significant in determining cadre activity (Arina, C.P. 2018)

Another study that found similar results was research by Nurhayati et al. (2017) entitled "Analysis of the Relationship between Training and the Activeness of Posyandu Cadres in Banjarsari District". This research also found that there was no significant relationship between participation in training and activeness of Posyandu cadres, with a P-value of 0.200. These results indicate that although training is important, it cannot be concluded that training directly increases cadre activity.

Relationship between Incentives and Activeness of Posyandu Cadres

The results of this research show a p-value of 0.000, meaning that there is a very statistically significant relationship between incentives and the activity of Posyandu cadres. This result is quite surprising because it shows that incentive mismatch is actually related to high activity. The results of this research are inversely proportional to research conducted by Wulandari and Mulyono which shows that apart from incentives, other factors such as social support and training also play an important role in determining the activity of Posyandu cadres. Cadres who are dissatisfied with incentives tend to be less active, even though there are other motivational factors that are also influential (Wulandari and Mulyono, 2018).

According to Herzberg's Two Factor Theory, there are factors that cause job satisfaction (motivators) and factors that prevent dissatisfaction (hygiene factors). Financial incentives are included in hygiene factors that prevent dissatisfaction but do not always increase job satisfaction. Motivators such as achievement, recognition, and the work itself may have more influence on cadre activity. A more holistic approach is needed that includes intrinsic motivation, recognition, and social support. Further evaluation of the incentive program is also needed to ensure that the incentives provided are in line with cadres' expectations and needs, and can motivate them more effectively.

Relationship between Knowledge and Activeness of Posyandu Cadres

The number of posyandu in Indonesia is currently increasing every year, but this is not matched by the quality of the posyandu. This is thought to be due to a lack of human resources managing the posyandu, namely cadres (Sundari, 2016). The level of education and knowledge can influence an individual's level of participation in community activities and public health. Cadres with better knowledge tend to have greater motivation to be active in Posyandu activities because they understand the importance of public health efforts. Changes in a person's knowledge can lead to desired changes in behavior. Increased knowledge can motivate cadres to adopt active behavior in managing Posyandu and influence public health practices in their communities (Arina, 2018).

Another study that found similar results was research by Setiawan et al., (2018) entitled "The Relationship between Posyandu Cadre Knowledge Level and Activeness in Posyandu Activities in Sleman District". This research shows that there is a significant relationship between the level of knowledge of Posyandu cadres and their activeness in Posyandu activities. The results of this

research indicate that increasing knowledge can be an effective strategy in increasing cadre participation in public health programs. Public health organizations need to pay greater attention to education and training to increase cadre knowledge, so that they can contribute more effectively to achieving broader public health goals.

Relationship between Attitude and Activeness of Posyandu Cadres

Attitude is a relatively consistent evaluation or assessment of certain objects, be they people, things, or ideas. Attitudes include components such as affection (positive or negative feelings towards an object), cognition (thoughts or beliefs about the object), and behavior (actions related to the object). This theory can explain how motivational factors, such as the need for appreciation or the desire to achieve certain goals, can influence the level of individual activity in community activities such as Posyandu. In this context, a positive attitude towards Posyandu activities can motivate cadres to actively participate in these activities (Nurwiantoro, 2010).

P value 0.061 indicates there is no relationship between attitude and activeness of posyandu cadres. Differences in the activity of Posyandu cadres cannot be statistically linked to differences in their attitudes towards Posyandu activities. Although not statistically significant, the results of this study may indicate that a good attitude towards Posyandu activities may make a positive contribution to cadre activity. However, other factors such as personal motivation, organizational support, and local context can also influence cadre participation.

CONCLUSIONS AND RECOMMENDATION

There is a relationship between age and the activity of posyandu cadres at the Yamo Community Health Center, Puncak Jaya Regency. There is no relationship between gender and the activeness of posyandu cadres at the Yamo Community Health Center, Puncak Jaya Regency. There is a relationship between education and cadre activity at the Yamo Community Health Center, Puncak Jaya Regency. There is no relationship between marital status and cadre activity at the Yamo Community Health Center, Puncak Jaya Regency.

There is no relationship between training and cadre activity at the Yamo Community Health Center, Puncak Jaya Regency. There is a relationship between incentives and cadre activity at the Yamo Community Health Center, Puncak Jaya Regency. There is a relationship between knowledge and the activeness of cadres at the Yamo Community Health Center, Puncak Jaya Regency. There is no relationship between attitude and activeness of cadres at the Yamo Community Health Center, Puncak Jaya Regency.

As a recommendation, it is necessary to adjust incentives so that they are more in line with the expectations and needs of cadres, both in terms of the number and type of incentives provided. Increase recognition and appreciation of cadres' hard work and contributions. Non-financial rewards such as certificates, public honors, or advanced training programs can provide additional motivation. Provide opportunities for career development and capacity building, such as further training or mentoring programs, so that cadres feel valued and

motivated to continue being active. There is a need for training that does not only focus on technical skills but also on motivational aspects and personal development.

Consider other variables that might influence the activity of posyandu cadres which were not examined in this study. So, future research is expected to include other variables related to the activity of posyandu cadres.

THANK-YOU NOTE

To all research respondents, thank you very much for your time as well as the opportunity given so that the data needed in this research can be fulfilled.

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