

## EFFECT OF SELF EFFICACY AND MOTIVATION ON THE PERFORMANCE OF POSYANDU CADRES REGARDING EARLY DETECTION OF DEVELOPMENTAL DELAYS IN CHILDREN

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### ABSTRACT

Developmental delay in children is considered a crucial problem in Indonesia. Self-efficacy and motivation are included as internal factors that can influence the performance of Integrated Healthcare Post (Posyandu) cadres regarding early detection of developmental delays in under-five children. High level of motivation and self-efficacy may influence willingness to work hard and achieve high work productivity. Objective of this research to analyze the relationship between self-efficacy and motivation with the performance of Posyandu cadres regarding early detection of developmental delays in under-five children. This was a quantitative observational study with a cross sectional approach. This study was conducted from June to August 2024 which involved 100 cadres in the work area of Banguntapan II Community Health Center. The variables in this study were self-efficacy, motivation and performance. Data were collected using a questionnaire. Data were analysed through univariate and bivariate analysis using the chi square test. 79% of cadres had a high level of self-efficacy, 78% of cadres had a high level of motivation and 76% of cadres had a good performance regarding early detection of developmental delays in children and there was a significant relationship between self-efficacy and motivation with the performance of cadres ( $p=0.000$ ). Self-efficacy and motivation were closely related to the performance of cadres regarding early detection of developmental delays in children.

Keywords: Cadre; Motivation; Performance; Self efficacy.

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### INTRODUCTION

Under-five years of age (toddlers) is the golden age for a child's development. Golden age is a very effective and important period for optimizing various intelligence potentials possessed by children to achieve quality human resources (Uce, 2015). There are many aspects to be developed in this golden period, including physical, motoric, cognitive, language, social, emotional and also moral development aspects. Early detection of deviations in growth and development needs to be performed as early as possible, in order to identify possible developmental delays. If it is found certain deviation in the child's development, early intervention should be performed as a corrective action and if the child needs to be referred, then the referral must also be performed as early as possible

according to indications (Ministry of Health of the Republic of Indonesia, 2022). Cadres can help families in providing stimulation for children, especially during the golden age.

Stimulation, Detection, Early Intervention on Child Growth and Development (SDIDTK) services are organized by Community Health Centers (CHC)C, which are implemented through partnerships between family members, healthcare workers, institutions and the community, including Posyandu cadres (Ministry of Health of the Republic of Indonesia, 2020). Posyandu cadres play a significant role in assisting families to provide stimulation for children, especially during the golden age (Oktaviani, Hasanah, Rahmadina, Zakiyah, & Wulandari, 2022).

Cadres are community members who are selected from and by the community, willing and able to work together in various community activities voluntarily. The role of cadres is one of the keys in early detection of child growth and development disorders since they have direct contact with the community. Thus, Posyandu cadres are expected to be able to provide information early. Early Growth and Development Detection (DDTK) activities at the Posyandu level are integrated with other activities (Ministry of Health of the Republic of Indonesia, 2023).

Cadres play an important role in the government's success in implementing SDIDTK services since they can perform child development screening. Cadres can immediately refer children to more complete facilities if disorders are detected. However, one of the obstacles faced by cadres is the lack of understanding in implementing child growth and development screening (Windiyan, Wahyuni, & Pratiwi, 2021). Data derived from the Bantul District Health Office revealed a decrease in the percentage of preschool children served through SDIDTK at least twice/year from 2018 to 2020. In 2018, the percentage of preschool children served through SDIDTK was 109.36%, then decreased in 2019 to 101.19%, and experienced a significant decrease in 2021 to 26.74%. On factor regarding the low coverage of health services among under-five children was the performance of Posyandu cadres. Posyandu cadres have an important role in providing good performance in achieving the goals of Posyandu, especially in efforts to detect early disorders in children's growth and development.

Many factors can influence the performance of a cadre, including motivation and self-efficacy. High level of motivation is considered important, because it will influence cadre willingness to work hard and achieve high work productivity. Based on a study conducted by Husniyawati, it was reported that cadres with a low level of motivation tended to show lower performance, while cadres with a high level of motivation tended to show better performance (Husniyawati & Wulandari, 2016). Motivation encouraged them to be creative and use all their strengths to improve Posyandu services (Rohmawati, 2020).

Self-efficacy refers to a person's belief about the chances of successfully completing a specific task (Padmomartono & Windrawanto, 2016). Self-efficacy is considered to influence cadres' thoughts, feelings and motivation, which can further encourage them to be enthusiastic about carrying out their duties (Zlatanovic, 2016). This is in line with the result of a study conducted by Yulianti on the implementation of early detection of mental disorders by mental health cadres that was significantly influenced by the cadres' self-efficacy. It is very important for cadres who work in the health service sector to have a high level of self-efficacy. Someone who has a high level of self-efficacy will be able to think quickly and have strong confidence in managing their tasks in an environment with a high level of stress (Sukaesti, 2020).

The result of a preliminary study conducted in 2023 revealed that Posyandu cadres in the work area of Banguntapan II CHC did not fully understand their role. This was due to age and education factors wherein cadres were required to be able to read and write. In fact, the cadres had never attended training on development, so they had limitation in terms of SDIDTK implementation (Ratnaningsih, Febriati, & Sugathot, 2024). Based on the description above, the authors are interested in conducting a study on the analysis of the effect of self-efficacy and motivation on the performance of Posyandu cadres regarding early detection of developmental delays in children.

## METHODS

This was a quantitative study using a cross-sectional approach. The study site was the work area of Banguntapan II CHC. 100 Posyandu cadres were selected as the study respondents through Nonprobability Sampling with proportional sampling technique. The study variables involved self-efficacy, motivation, and the performance of cadres regarding early detection of developmental delays in children. Data were collected using a questionnaire. The instrument validity was tested by content with expert judgment technique, and the instrument reliability was examined by the Alpha Cronbach formula. Hypothesis test applied here was the Chi Square test with a confidence level of 95% and a significance level of  $p > 0.05$  to determine

the effect of self-efficacy and motivation on cadre performance.

## RESULTS

The study was conducted at the work area of Banguntapan II CHC, Bantul District. The study population involved all posyandu cadres in 4 villages with a total of 100 people. Sample size was calculated based on the Solvin formula. The study instrument was provided in the form of a questionnaire and/or Google form and distributed by sending it via the WhatsApp application which should be filled out directly through the head of hamlet in their respective areas.

Most of respondents in this study were in the late middle adult age group by 94%, with the latest education of high school and college (90%). Furthermore, most of respondents was unemployed by 73%. Based on years of service, 83 cadres (83%) at Banguntapan II CHC had experience as cadres for  $\geq 5$  years and 17 cadres (17%) had experience as cadres for  $< 5$  years. In addition, 38% of cadres had a history of training on detection of child growth and development.

**Table 1. Characteristics of Respondents**

| Characteristic                                               | n  | %  |
|--------------------------------------------------------------|----|----|
| <b>Age</b>                                                   |    |    |
| Early Middle Adult                                           | 6  | 6  |
| Late Middle Adult                                            | 94 | 94 |
| <b>Latest Education</b>                                      |    |    |
| Low                                                          | 10 | 10 |
| High                                                         | 90 | 90 |
| <b>Employment Status</b>                                     |    |    |
| Employed                                                     | 27 | 27 |
| Unemployed                                                   | 73 | 73 |
| <b>Years of Service</b>                                      |    |    |
| $< 5$ years                                                  | 17 | 17 |
| $\geq 5$ years                                               | 83 | 83 |
| <b>Training on Detection of Child Growth and Development</b> |    |    |
| Yes                                                          | 38 | 38 |
| No                                                           | 62 | 62 |

It was further found that 79 posyandu cadres had a high level of self-efficacy (79%), which was more dominant than posyandu cadres with a low level of self-efficacy by 21 respondents (21%).

**Table 2. Self-Efficacy (n:100)**

| Self-Efficacy | n  | %  |
|---------------|----|----|
| Low           | 21 | 21 |
| High          | 79 | 79 |

It was found that 78 posyandu cadres (78%) had a high level of motivation, which was more dominant than posyandu cadres with a low level of motivation by 22 respondents (22%).

**Table 3. Level of Motivation**

| Level of Motivation | n  | %  |
|---------------------|----|----|
| Low                 | 22 | 22 |
| High                | 78 | 78 |

It was found that 76 Posyandu cadres (76%) had a good performance, which was more dominant than Posyandu cadres with poor performance by 24 respondents (24%).

**Table 4. Cadre Performance (n:100)**

| Performance | n  | %  |
|-------------|----|----|
| Good        | 76 | 76 |
| Poor        | 24 | 24 |

The bivariate test on the effect of self-efficacy on the performance of Posyandu cadres regarding early detection of developmental delays in children using the Chi-Square test are presented in table 5.

**Table 5. Cross-tabulation between self-efficacy and the performance of Posyandu cadres regarding early detection of developmental delays in children**

| Self-Efficacy | Performance |    |      |    |       |     | P value | RR   |
|---------------|-------------|----|------|----|-------|-----|---------|------|
|               | Good        |    | Poor |    | Total |     |         |      |
|               | n           | %  | n    | %  | n     | %   |         |      |
| Low           | 13          | 62 | 8    | 38 | 21    | 100 | 0.00    | 4.44 |
| High          | 11          | 14 | 68   | 86 | 79    | 100 |         |      |

The bivariate test on the effect of motivation on the performance of Posyandu cadres regarding early detection of developmental delays in children using the Chi-Square test are presented in table 6.

**Table 6. Cross-tabulation between motivation and the performance of Posyandu cadres regarding early detection of developmental delays in children**

| Motivation | Performance |    |      |    |       |     | P value | RR   |
|------------|-------------|----|------|----|-------|-----|---------|------|
|            | Good        |    | Poor |    | Total |     |         |      |
|            | n           | %  | n    | %  | n     | %   |         |      |
| Low        | 15          | 68 | 7    | 32 | 22    | 100 | 0.00    | 5.91 |
| High       | 9           | 12 | 69   | 88 | 78    | 100 |         |      |

## DISCUSSION

### Characteristics of Posyandu Cadres

This study aims to explain in more detail the effect of self-efficacy and motivation on the performance of Posyandu cadres regarding early detection of developmental delays in children. Table 1 presents most of respondents in this study were in the late middle adult age group by 94%, with the latest education of high school and college (90%). Furthermore, most of respondents was unemployed by 73%. Based on years of service, 83 cadres (83%) at Banguntapan II CHC had experience as cadres for  $\geq 5$  years and 17 cadres (17%) had experience as cadres for  $< 5$  years. In addition, 38% of cadres had a history of training on detection of child growth and development.

There were 100 respondents, dominated by Posyandu cadres in the late middle adulthood of  $>40$  years old (94%). In such age group, mind-set and brain power are influenced by age, wherein those two things will increasingly develop along with age which will further have an impact on knowledge.

This is in accordance with a study conducted by Hidayati (2024) which found that most of cadres were in the late middle adulthood (36-45 years) by 27 respondents (38.6%) (Hidayati, Pratiwi, & Nopiyanti, 2024). Furthermore, the most recent educational statuses of respondents were high school and college (90%). This finding is in line with a study conducted by Tiara (2024) which found that the most of health cadres had a high school education level by 54.2% (Tiara, Mendrofa, & Mandaty, 2024).

Most of respondents were unemployed by 73%. Such finding illustrated that most of respondents considered cadres to be their main job, so they spent time expanding their knowledge

better. Such finding is in accordance with a study conducted by Purnamasari (2020) which found that in the experimental group, 71.9% of cadres were unemployed and 93.8% were housewives (Purnamasari, Shaluhiah, & Kusumawati, 2020). Based on years of service, Posyandu cadres at Banguntapan II CHC as the study samples had experience as cadres for  $\geq 5$  years by 83 people (83%) and 17 people (17%) had experience as cadres for  $< 5$  years. In addition, 38% of cadres had a history of training on detection of child growth and development. Those findings are in line with a study conducted by Azizan et al. (2023) which found that training had a positive effect on cadres' ability to measure the height of children after training (Nurul Azizan, Sri Rahayu, & Nur Aini, 2023).

### Effect of Self Efficacy on the Performance of Posyandu Cadres

Table 5 presents the results of the chi square test. It can be observed that the highest percentage of Posyandu cadres who had poor performance were those who had low level of self-efficacy by 62%. Chi-Square test results further showed significance value (p) of 0.000, which statistically indicated that the null hypothesis ( $H_0$ ) was rejected and the alternative hypothesis ( $H_a$ ) was accepted. Thus, there was a relationship between self-efficacy and the performance of Posyandu cadres since the p value was  $< 0.05$ .

Self-efficacy refers to a belief of an individual to achieve something desired with a predetermined target. A person with a high level of self-efficacy may also have a higher sense of desire to achieve or succeed than those with a low level of self-efficacy (Mawaddah, 2021). A high level of self-efficacy will underlie cadres' self-confidence in their ability to carry out certain tasks, including detecting developmental delays in children. This is supported by the results of relative risk (RR) calculation which revealed that cadres with a low level of self-efficacy had a 4.446 times chance to have poor performance compared to cadres with a high level of self-efficacy.

Such finding is supported by a study conducted by Adriyani (2021) which showed that cadres with good attitudes were dominated by respondents who had a of high level self-efficacy (82.1%) in the STOP stunting program in Boyolali

District (Andriyani & Werdani, 2021). Cadres with a low level of self-efficacy were fewer than cadres with a high level of self-efficacy. Such finding indicated that cadres believed in their ability to identify developmental delays in children. These cadres were very confident, as shown by their optimism when facing difficult situations and trying to overcome them well. These cadres believed in their abilities, and other cadres would help to manage any obstacles in detecting developmental delays. 79% cadres had a high level of self-efficacy to be able to detect developmental delays in children.

Based on the results of data analysis, it can be seen that self-efficacy had an effect on cadre performance which explained that  $H_a$  was accepted. It can be assumed that the higher the self-efficacy, the better the performance. Such finding is supported by a study conducted by Ary and Sriathi (2019) which found that self-efficacy had a significant positive effect on employee performance (Ary & Sriathi, 2019). The results of the questionnaire showed that the overall self-efficacy variable was in the high category by 79%. Furthermore, the results of descriptive statistics showed that most of cadres had worked for more than five years, which indicated that they were confident enough to complete the tasks provided, including performing early detection of child development.

### Effect of Motivation on the Performance of Posyandu Cadres

Table 6 presents the results of the chi square test. It can be observed that the highest percentage of Posyandu cadres who had poor performance were those who had low level of motivation by 68%. Chi-Square test results further showed significance value ( $p$ ) of 0.000, which statistically indicated that the null hypothesis ( $H_0$ ) was rejected and the alternative hypothesis ( $H_a$ ) was accepted. Thus, there was a relationship between motivation and the performance of Posyandu cadres since the  $p$  value was  $<0.05$ . Furthermore, the results of relative risk (RR) calculation which revealed that cadres with a low level of motivation had a 5.909 times chance to have poor performance compared to cadres with a high level of motivation. In this study, 78% cadres

had a high level of motivation due to their voluntary desire to become cadres. Most of these cadres were in the late middle adult age group, namely between 40 and 60 years. So, they were diligent and enthusiastic in their work. They were also housewives who had sufficient time to participate in Posyandu services, and as many as 38% of cadres had participated in training on early detection of child development.

The study results showed that 83% of participants had become Posyandu cadres for  $\geq 5$  years. Such finding indicated that they had quite good experience in doing their duties in Posyandu. This experience surely increased their motivation to provide the best service in Posyandu. Such finding is in line with a study conducted by Kasumayanti (2022), which found that 11 out of 20 posyandu cadres (55%) had a high level of motivation in Posyandu services. Posyandu success will be closely related to cadre motivation because motivation will be performed in the behavior of cadres who are active and enthusiastic about improving community health (Kasumayanti, Aprilla, & Hotna, 2022). A high level of motivation will influence what cadres do in their duties or performance in Posyandu. Performance is very important since cadres are responsible for running the Posyandu program. If cadres are not active, the Posyandu program will not run well and the nutritional status of babies will be affected and disorders cannot be detected early (Olivia & Sudarman, 2022). The study finding is in line with a study conducted by Widianingsih (2024), which found a significant correlation between motivation and the performance of Posyandu cadres in the work area of Sumurkondang CHC, Klari Sub-District, Karawang District with an Asymp Syg value (2-tailed) of  $0.004 < 0.05$  (Widianingsih & Yuliwati, 2024).

### CONCLUSION

There was a significant effect of self-efficacy and motivation on the performance of Posyandu cadres in the work area of Banguntapan II CHC, Bantul District. Future researchers are expected to conduct wider researches by adding discipline, intrinsic and extrinsic motivation variables.

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