

ABSTRACT

Banyuwangi is one of regencies in East Java Province that has experienced a decrease in the coverage of under-five children weighing (D/S) in the last three years (2016-2018). The achievement of indicators for the coverage of under-five children weighing (D/S) and the performance of Posyandu (Integrated Service Post) according to health center has decreased in the last three years. Based on a preliminary survey of ten health centers in Banyuwangi Regency with regional midwife coordinator who was responsible for the implementation of Posyandu, the contributing factor to the decrease in coverage of under-five children weighing (D/S) at Posyandu was competence of Posyandu cadres consisting of knowledge, attitude, and skills. This research aimed at analyzing influence of knowledge, attitude, and motivation on the performance of cadres of under-five children Posyandu in increasing the coverage of under-five children weighing (D/S) at Posyandu in Banyuwangi Regency.

This research was an analytical study, with a cross sectional design. Sample was 120 cadres of under-five children Posyandu in working area of Banyuwangi Health Center. Data collection was carried out by distributing questionnaires in the form of Google Docs Form to respondents, while data were then analyzed using multiple linear regression statistical tests.

The results showed that the majority of performance of cadres was in good category. Most of cadres have a good level of knowledge; the majority have a positive attitude; and most of them have moderate motivation. Moreover, multiple linear regression test showed that there was an influence between knowledge, attitude, and motivation on the performance of cadres of under-five children Posyandu. Attitude variable had the most dominant.

This research concludes that there is an influence between knowledge, attitudes, and motivation on performance of cadres of under-five children Posyandu at Posyandu in working area of Banyuwangi Health Center. Based on research results, there are several suggestions given. Cadres are suggested to increase their knowledge, attitude, and motivation in order to improve performance at Posyandu. Additionally, health centers are expected to provide training to encourage performance of cadres. In addition, health office should establish policies for health centers in order to improve performance of cadres.

Keywords: Knowledge, Attitude, Motivation, Performance

ABSTRAK

Kabupaten Banyuwangi adalah salah satu kabupaten di Provinsi Jawa Timur yang mengalami penurunan cakupan penimbangan balita (D/S) dalam tiga tahun terakhir (2016-2018). Capaian indikator cakupan penimbangan balita (D/S) dan kinerja posyandu menurut puskesmas menurun dalam tiga tahun terakhir. Berdasarkan survei pendahuluan ke sepuluh puskesmas di Kabupaten Banyuwangi dengan koordinator bidan wilayah yang bertanggungjawab terhadap penyelenggaraan posyandu, faktor penyebab menurunnya cakupan penimbangan balita (D/S) di posyandu adalah kompetensi kader posyandu balita yang terdiri dari pengetahuan, sikap dan keterampilan. Tujuan dari penelitian ini adalah untuk menganalisis pengaruh pengetahuan, sikap, dan motivasi terhadap kinerja kader posyandu balita dalam meningkatkan cakupan penimbangan balita (D/S) di Posyandu Kabupaten Banyuwangi.

Penelitian ini adalah penelitian analitik, dengan desain *cross sectional*. Sampel penelitian adalah 120 kader posyandu balita di wilayah kerja Puskesmas Kabupaten Banyuwangi. Pengumpulan data dilakukan dengan cara menyebarkan kuesioner dalam bentuk *Google Docs Form* kepada responden. Analisis data yang digunakan dalam penelitian ini adalah uji statistik regresi linier berganda.

Hasil penelitian menunjukkan bahwa kinerja kader mayoritas dalam kategori baik. Sebagian besar kader memiliki tingkat pengetahuan yang baik, mayoritas memiliki sikap positif, serta hampir sebagian besar memiliki motivasi dalam kategori sedang. Uji regresi linier berganda menunjukkan ada pengaruh antara pengetahuan, sikap, dan motivasi terhadap kinerja kader Posyandu balita. Variabel sikap berpengaruh paling dominan terhadap kinerja kader.

Kesimpulan penelitian ini adalah terdapat pengaruh antara pengetahuan, sikap dan motivasi terhadap kinerja kader posyandu balita pada Posyandu di wilayah kerja Puskesmas Kabupaten Banyuwangi. Saran dalam penelitian ini adalah bagi kader disarankan untuk meningkatkan pengetahuan, sikap dan motivasinya demi meningkatkan kinerja di posyandu, bagi puskesmas diharapkan untuk memberikan pelatihan guna mendorong kinerja kader, serta bagi dinas kesehatan agar menetapkan kebijakan untuk puskesmas dalam rangka meningkatkan kinerja kader.

Kata kunci : Pengetahuan, Sikap, Motivasi, Kinerja