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## Articles



### IMPACT OF EARLY MARRIAGE ON MARITAL RELATIONSHIPS AMONG WOMEN OF A PERI URBAN VILLAGE OF NORTH INDIA

✎ Chintu Chaudhary <sup>(1)</sup>, Ruchi Pandey <sup>(2)</sup>, Sameena Ahmad <sup>(3)</sup>, Mohd Najmul Aqib Khan <sup>(4)</sup>, Vishal Bankwar <sup>(5)</sup>, Rambha Pathak <sup>(6)</sup>, Shubham Girdhar <sup>(7)</sup>

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✎ Arpit Chelabhai Prajapati <sup>(1)</sup>, Madhur Yogendra Modi <sup>(2)</sup>, Mansi Maulik Patel <sup>(3)</sup>, Hardik Jashubhai Sutariya <sup>(4)</sup>, Mishal Bhavin Mody <sup>(5)</sup>

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✎ Ishak Halim Octawijaya <sup>(1)</sup>, Windy Mariane Virenia Wariki <sup>(2)</sup>, Ai Hori <sup>(3)</sup>, Masao Ichikawa <sup>(4)</sup>

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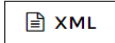
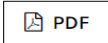
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DOI : 10.20473/ijph.v17i3.2022.385-394



### THE RELATIONSHIP BETWEEN PHYSICAL CONDITIONS OF HOUSE AND SANITATION WITH LEPROSY CASE IN PATIENTS AT SUMBERGLAGAH MOJOKERTO HOSPITAL

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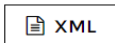
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Abstract : 786

PDF : 247 XML : 63

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### AN OVERVIEW OF KNOWLEDGE LEVEL REGARDING THE SYSTEMIC LUPUS ERYTHEMATOSUS (SLE) IN PEOPLE WITH LUPUS (ODAPUS)

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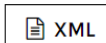
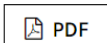
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Abstract : 721

PDF : 236 XML : 62

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Irfan Hamidi <sup>(1)</sup>

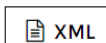
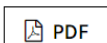
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Abstract : 595

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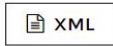
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439-450

Abstract : 614

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## EMO DEMO EDUCATION ON IMPROVING MATERNAL KNOWLEDGE

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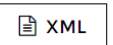
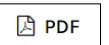
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Abstract : 463

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Nur'aina Basir <sup>(1)</sup>, Budi Hartono <sup>(2)</sup>, Aldiga Rienarti Abidin <sup>(3)</sup>, Endang Purnawati Rahayu <sup>(4)</sup>, Abdur Rahman Hamid <sup>(5)</sup>

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477-487

Abstract : 516

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## THE FACTORS PERFORMANCE OF FAMILY PLANNING OFFICERS WITH ACHIEVEMENT NUMBER OF NEW FAMILY PLANNING PARTICIPANTS LONG-TERM CONTRACEPTIVE METHODS IN TUBAN REGENCY 2017

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## THE INFLUENCE OF EXTERNAL FACTORS ON OBEDIENCE TO COLLECT THE REPORT OF MINIMUM SERVICE STANDARD AT SURABAYA HAJJ GENERAL HOSPITAL

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500-512

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## HUSBAND INVOLVEMENT IN DISCONTINUING IMPLANT CONTRACEPTIVE USE AMONG MARRIED WOMEN IN INDONESIA

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Abstract : 538

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*The Ethics Committee of the Faculty of Public Health Airlangga University, with regards of the protection of Human Rights and welfare in medical research, has carefully reviewed the research protocol entitled :*

**"FAKTOR KINERJA TIM PENYULUH LAPANGAN KELUARGA BERENCANA (PLKB)  
YANG BERHUBUNGAN DENGAN CAPAIAN PESERTA KB BARU METODE  
KONTRASEPSI JANGKA PANJANG (MKJP) (Studi di Kabupaten Tuban Tahun  
2017)"**

Peneliti utama : Rinanti Rahayuning Bakti  
*Principal In Investigator*

Nama Institusi : Fakultas Kesehatan Masyarakat Universitas Airlangga  
*Name of the Institution*

Dan telah menyetujui protokol tersebut di atas.  
*And approved the above-mentioned protocol*



20 Mei 2018  
Ketua, (Dr. ARMAN)

Prof. Dr. Widyana Adriani, S.KM., M.Kes

NIR 495905171994032001

# THE FACTORS PERFORMANCE OF FAMILY PLANNING OFFICERS WITH ACHIEVEMENT NUMBER OF NEW FAMILY PLANNING PARTICIPANTS LONG-TERM CONTRACEPTIVE METHODS IN TUBAN REGENCY 2017

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## ABSTRACT

**Introduction:** The target of new KB participants for the Long-Term Contraception Method (MKJP) that was not achieved and the decline in the achievement of the new KB MKJP is the responsibility of PKB. This is due to the role of PKB as the spearhead of the success of the family planning program in the field. The purpose of this study was to determine the factors of family planning counselor teamwork related to the achievements of the new MKJP family planning participants. **Methods:** This research is a descriptive quantitative study, using a cross-sectional design. **Result:** The results of this study found that 14 of the 20 PKB teams with good leadership teams experienced a low decline and the remaining six teams experienced a high decline. The category of decreasing participants is divided into two, namely the low decline is the team that has decreased from the previous year of 11.77% - 27.54%, while the high decline category is the team with a decrease from the previous year of 27.55% - 43.31%. **Conclusion:** This happens when the team implements mutual performance monitoring, backup behavior, adaptability, and loop communication properly, so the decrease in the achievement of new MKJP KB participants will be lower, and vice versa. When the workforce is able to work well together, by paying attention to the work of one team and trying to help each other in achieving the agreed goals, it will indirectly improve performance so that it will easily reach the target.

**Keyword:** teamwork, decrease in new KB MKJP achievements

## INTRODUCTION

According to Statistics Center data, Indonesia ranks fourth after China, India and the United States with the highest population in the world. Population census data conducted in 2019 shows that the population in Indonesia continues to increase, reaching 268,074,600 people with 3.5% of the world's population. In East Java Province in 2019, the population reached 39,698,900 people, and that number continues to increase (East Java Provincial Statistics Center, 2020).

Birth and death factors are factors that affect population growth. Based on the Performance Accountability Report of Government Agencies, the National Family Planning Population Board (Lakip National Population and Family Planning Agency) 2019 shows that the Total Fertility Rate (TFR) has reached 2.4 from the determined target of 2.1 up to 2025

(National Population and Family Planning Agency, 2019). This figure has decreased from the previous year from the TFR figure of 2.6.

One of the districts in East Java that has experienced an increase in population over the last five years is Tuban Regency. The results of population registration in 2019 in Tuban district were 1,298,302 people (Tuban, 2020). Based on the results of interviews with the Head of the Family Planning Division of Tuban Regency, it was explained that Tuban Regency is one of the three districts that is used as a trial in optimizing the number of new KB MKJP participants.

Given that there is still a decline in the achievement of new KB MKJP participants in Tuban Regency from 39.01% in 2016 to 20.91% in 2019 from the set target of 40%. The target is determined based on the Strategic Plan of the Community and Village Empowerment

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Service and Family Planning in Tuban district. The decline in 2017 occurred in almost all sub-districts in Tuban district. This means that the lower the decrease in the achievement of the new KB MKJP participants, the better the achievements of the new KB MKJP participants, and vice versa, the higher the decrease in the achievements of the new KB MKJP participants, the less the achievement of the new KB MKJP participants.

Efforts should be made to reduce the birth rate in Tuban Regency, one of which is by intensifying the family planning program in the community. To succeed the family planning program in Tuban Regency, the government can collaborate across sectors as well as commitments from Family Planning Extension agent (PKB) as National Population and Family Planning Agency staff at the Regency / City level. One of the National Population and Family Planning Agency performance indicators is determined from the achievements of the new KB MKJP participants (Bektı, 2017).

Based on the time of effectiveness, the contraceptive method is divided into 2, namely the long term which is often referred to as MKJP and the short term or the short term known as Non MKJP. Contraceptives included in MKJP include implants / implants, IUD, MOW and MOP. Contraceptives that are included in Non MKJP include injections, pills, condoms, and other methods that have a short period of time (National Population and Family Planning Agency, 2017).

PKB is a Civil Servant (PNS) who meets the qualifications and competency standards and is given full duties, responsibilities, authority, and rights by the authorized official as a certain functional position to carry out extension activities, services, mobilization and development of the Population program. , Family Planning, and Family Development (KKBPK) (Ministry of Administrative Reform and Bureaucratic Reform, 2018). This definition is based on the Regulation

of the Minister for Administrative Reform and Bureaucratic Reform of the Republic of Indonesia Number 21 of 2018 concerning Functional Positions of Family Planning Instructors.

Based on the results of interviews with the Head of the Family Planning Division of Tuban Regency, the number of PKB in Tuban Regency itself in 2017 reached 67 people who were divided into 20 teams and spread over 20 sub-districts in Tuban district. In one team consisting of 2-5 people who are expected to be able to help National Population and Family Planning Agency to achieve the target achievement of family planning participants, especially new KB MKJP users in a region, by conducting regional data collection, accommodating community needs, facilitating and providing guidance to the Tribina group (BKB, BKR, BKL), compile program operations that have been planned to be integrated with village development, carry out cross-sector cooperation, and carry out recording and reporting.

Based on previous research conducted who examined the performance of PKB after the transfer of status in East Java, it was explained that the PKB performance targets in Tuban had been good. Even though it is already good, the PKB performance target has not been achieved because it is not maximal to accommodate the needs and demands of the community regarding performance program innovation, especially innovation in information and education communication. Therefore, this study was conducted to find out more about the teamwork factors between PKB in Tuban, as an effort to identify gaps so that innovations in performance can be created and increase the capacity building of PKB in Tuban.

As many as six (30%) out of 20 sub-districts in Tuban experienced a high number of decreases, and the remaining 14 districts experienced a low decline in the achievement of new KB MKJP

participants. One of the sub-districts that experienced a decline in new MKJP family planning participants in 2016-2017 was Parengan sub-district, which experienced a decline in the achievement of new KB MKJP participants by 43.31% (National Population and Family Planning Agency, 2016).

Based on these data, the problem that occurs is the decline in the achievement of new MKJP family planning participants in Tuban district in 2017 by 18.10% from 2016. One of the achievements of new family planning participants is the performance factor of PKB in providing counseling and counseling to fertile aged couples (PUS) related to the spacing of pregnancy and the side effects of using contraceptives.

The failure to achieve the target of the new KB MKJP participants and the decline in the achievement of the new KB MKJP participants in 2017 are among the responsibilities of PKB who are at the forefront of increasing the use of family planning while in the field. The purpose of this study was to determine the performance factors of the family planning extension team that could affect the achievement of new MKJP family planning participants in Tuban regency.

## **METHODS**

This research is a quantitative study with a descriptive method to see the relationship between the factors of the family planning extension team and the decline in the achievement of new MKJP family planning participants in Tuban Regency using a cross sectional design. The population in the study were all PKB teams in Tuban Regency as many as 67 people. This study used a total sampling method so that all members of the population, namely PKB members who were divided into 20 teams, had the same opportunity to be studied, because this research unit was a team. The research was conducted in Tuban district, to be precise

at the Community and Village Empowerment and Family Planning Service, in May-June 2018. There are two variables studied, namely independent variables consisting of teamwork factors including team leadership, mutual performance monitoring, backup behavior, adaptability, loop communication. The decline in the achievement of the new MKJP family planning participants in Tuban Regency is the dependent variable. Researchers distributed instruments in the form of questionnaires to measure these variables. The description of the relationship between variables will be seen after the researcher performs cross-tabulation, so that the relationship between variables will be known. There are two categories of decline in the achievement of new KB MKJP participants, namely low down and high down. The low percentage of decline was 11.77% - 27.54%, and the high percentage of decline was 27.55% - 43.31%. Meanwhile, the variable category is divided into two, namely good if PKB members do it, and vice versa. (This study passed the ethical test number 265-KEPK).

## **RESULT**

The results of this study illustrate the factors that can influence teamwork consisting of team leadership, mutual performance monitoring, backup behavior, adaptability, and loop communication which can affect the decline in the achievement of new KB MKJP participants.

### **Team Leadership**

The research team leadership variable measures the ability of team members in an organization to direct tasks and responsibilities to members in one team, so that there is no high decline in the achievement of new KB MKJP participants. Following are the results of the cross-tabulation between the leadership team and the achievements of the new KB MKJP participants.

**Table 1.** Cross-tabulation between the leadership team and the members of KB MKJP in Tuban Regency in 2018.

Team Leadership	Achievements of New KB Participants				Total	
	Height Decrease		Low Decrease			
	n	%	n	%	n	%
Not Good	4	100	0	0	4	100
Good	2	12,5	14	87,5	16	100
<b>Total</b>	<b>6</b>	<b>30</b>	<b>14</b>	<b>70</b>	<b>20</b>	<b>100</b>

In Table 1, it can be seen that PKB with good leadership team experienced a decrease in the achievement of new KB MKJP participants by 14 teams, and PKB with poor leadership team experienced a decrease in the achievement of new KB MKJP participants by 0 teams. It can be seen that the better the team leadership, the lower the decline in new MKJP family planning participants ( $0.12 < 0.5 < 0.87$ ).

**Mutual Performance Monitoring**

Researchers measure the ability of team members to implement strategies to ensure that work continues as expected, so as to prevent stress on team members and achieve low results in decreasing the achievement of new KB MKJP. PKB extension teams with good Mutual Performance Monitoring experienced a decrease in the achievement of new KB MKJP participants by 13 teams (86.7%), while family planning extension workers with poor mutual performance monitoring experienced a decrease in the achievement of new KB MKJP participants by one team (20%). Based on this table, it can be seen that the better the Mutual Performance Monitoring from the PKB team, the lower the decline in the achievement of new KB MKJP ( $0.133 < 0.5 < 0.86$ ).

**Table 2.** Cross-tabulation between Mutual Performance Monitoring and KB MKJP participants in Tuban Regency in 2018.

Mutual Performance Monitoring	Achievements of New KB Participants				Total	
	Height Decrease		Low Decrease			
	n	%	n	%	n	%
Not Good	4	80	1	20	5	100
Good	2	13,3	13	86,7	15	100
<b>Total</b>	<b>6</b>	<b>30</b>	<b>14</b>	<b>70</b>	<b>20</b>	<b>100</b>

**Backup Behavior**

The researcher's backup behavior variable measures the ability of team members to predict needs and balance the workload among co-workers in a team, so it is hoped that there will not be a high decline from new MKJP family planning participants. The following is the cross-tabulation between the backup behavior and the achievements of the new KB MKJP participants:

**Table 3.** Cross-tabulation between backup behavior and the achievements of new KB MKJP participants in Tuban Regency in 2018.

Backup Behavior	Achievements of New KB Participants				Total	
	Height Decrease		Low Decrease			
	n	%	n	%	n	%
Not Good	5	55.5	4	44.5	9	100
Good	1	9.09	10	90.9	11	100
<b>Total</b>	<b>6</b>	<b>30</b>	<b>14</b>	<b>70</b>	<b>20</b>	<b>100</b>

In Table 3, the family planning extension team with good backup behavior experienced a decrease in new KB MKJP participants by 10 teams (90.9%), while the family planning extension team with

bad backup behavior experienced a decrease in new KB MKJP participants by four teams (44, 5%). Based on this table, it can be seen that the better the backup behavior of the PKB team, the lower the decline in the achievement of new KB MKJP (0.09 <0.5 <0.9).

**Adaptability**

In the adaptability variable, the researcher measured the ability to adjust between members in the organization team and their work environment, so that it was hoped that the team members would work comfortably and optimally and the decrease in new KB MKJP participants was not high. The following is the cross-tabulation result between Adaptability and the achievements of the new KB MKJP participants.

**Table 4.** Cross-tabulation between Adaptability and the achievements of the new KB MKJP participants in Tuban Regency in 2018.

Adap tability	Achievements of New KB Participants				Total	
	Height Decrease		Low Decrease			
	n	%	n	%	n	%
Not Good	5	83,3	1	16,7	6	100
Good	1	7,1	13	92,9	14	100
<b>Total</b>	<b>6</b>	<b>30</b>	<b>14</b>	<b>70</b>	<b>20</b>	<b>100</b>

In Table 4 it is known that the family planning extension team with good adaptability experienced a decrease in the achievement of the new KB MKJP participants by 13 teams (92.9%), while the FP extension team with poor adaptability experienced a decrease in the new KB MKJP participants by 1 team. (16.7%). Based on the table, it can be seen that the better the adaptability of the family planning extension team, the lower

the decrease in the achievement of new FP MKJP participants (0.07 <0.5 <0.92).

**Mutual Trust**

In the mutual trust variable, researchers measure mutual trust and belief in interpersonal behavior so that it can create cooperation and be a way to reduce the complexity of the problem, and can reduce the high decline in new MKJP family planning participants. The following is the cross-tabulation between mutual trust and the achievements of the new KB MKJP participants:

**Table 5.** Cross-tabulation between mutual trust and the achievements of the new KB MKJP participants in Tuban Regency in 2018.

Mutu al Trust	Achievements of New KB Participants				Total	
	Height Decrease		Height Decrease			
	n	%	n	%	n	%
Not Good	3	37.5	5	62.5	8	100
Good	1	8.33	11	91.6	12	100
<b>Total</b>	<b>4</b>	<b>20</b>	<b>16</b>	<b>80</b>	<b>20</b>	<b>100</b>

In Table 5 it is known that family planning extension teams with good mutual trust experienced a decrease in new KB MKJP participants by 11 teams (91.6%), on the other hand, family planning extension teams with poor mutual trust experienced a decrease in new KB MKJP participants by five teams. (62.5%). Based on this table, it can be seen that the better the mutual trust of the family planning extension team, the lower the achievement of new KB MKJP participants will be (0.08 <0.5 <0.91).

**Loop Communication**

Loop communication is a perception between team members in an

organization to communicate effectively and efficiently in order to convey information, namely the goals of an organization. Communication in teamwork is important for maintaining team member relationships. If communication and relationships between team members run smoothly, the goals and responsibilities of each member will also run well. In addition, through communication in teamwork it can also help team members understand their respective roles and responsibilities. The following is the cross-tabulation between loop communication and the achievements of the new KB MKJP participants.

**Table 6.** Cross-tabulation between loop communication and the achievements of the new KB MKJP participants in Tuban Regency in 2018.

Loop Communication	Achievements of New KB Participants				Total	
	Height Decrease		Height Decrease			
	n	%	n	%	n	%
Not Good	4	80	1	20	5	100
Good	2	13,3	13	86.6	15	100
<b>Total</b>	<b>6</b>	<b>30</b>	<b>14</b>	<b>70</b>	<b>20</b>	<b>100</b>

Based on Table 6, it is known that family planning extension teams with good loop communication experienced a decrease in the number of new KB MKJP participants by 13 teams (86.6%), and family planning extension teams with poor loop communication experienced a decrease in the achievement of new KB MKJP participants by one team (20%). Based on this table, it can be seen that the better the loop communication of the family planning extension team, the lower the decrease in new MKJP family planning participants ( $0.1 < 0.5 < 0.86$ ).

## DISCUSSION

Teamwork is a style of working in groups with different skills and a commitment to helping each other achieve agreed goals. It must be realized that teamwork is a mixture of several individuals who become one unit to achieve common goals. A team really needs cooperation and mutual cooperation in completing a job. For example, a member is not an expert in the field so that he cannot complete his work, but thanks to the cooperation of his colleagues in one team the work can be completed. This is what is meant by teamwork, where a heavy workload will be done together to achieve a common goal and complement each other.

Success in an organization will depend on the teamwork of the organization rather than depending on several individuals who appear to be accomplished. According to (Stephen, P. and Timothy, A. J., 2008) teamwork is a group in which the efforts of individual members produce higher performance than the number of individual inputs. A team is more effective when team members work together and contribute to each other to produce more than the work of individuals.

The teamwork factor is a factor that is quite influential on the work results of the workers. Teamwork ( is different from a work group. A working group is a working group that interacts to provide input, suggestions and decision-making and help each other to complete work in the team.

Teamwork or commonly referred to as teamwork or teamwork is a style of working in groups with different expertise and a commitment to helping each other in achieving previously agreed goals effectively and efficiently. Teamwork is the ability of individuals to mingle and cooperate with each other in achieving a goal and work hand in hand to complete tasks and responsibilities for a given task.

Teamwork will always be needed to achieve success in a job. Teamwork will be a driving force that has energy and synergy for individuals who are members of a teamwork. Indirectly, cooperation will be able to bring up various good ideas or innovative thoughts. Cooperation is the synergy of strengths of several people in achieving one desired goal (Bachtiar, 2004). Mutual goals and success will be easily achieved with good cooperation so that we can work together to unite and shape innovation.

An important factor in an organization is the team members of the organization because their participation will allow for the progress of the organization. Each team member has their respective roles to carry out teamwork so that goals can be achieved immediately. When you get an assignment that requires a lot of opinion, expertise, and experience, that's where the role of teamwork will really stand out when compared to the role of individuals in a team.

Low teamwork will create losses in an organization. This is because the team members will not have good communication and result in a lack of knowledge and skills because they do not trust each other and do not exchange opinions. Delay in achieving the target from a predetermined time, the number of rules that are violated, and mutual closeness are symptoms that may arise from low teamwork that can hinder the work process.

According to Salas et al. (2005), there are five core component factors that influence teamwork improvement which is called the "Big Five Of Teamwork". The five components include team leadership, mutual performance monitoring, backup behavior, adaptability, and team orientation. The five components require other supporting aspects including mutual trust, loop communication, and share mental models.

Based on the explanation above, in this study, researchers examined the effect

of teamwork factors on reducing the number of new KB MKJP participant coverage. In the teamwork factor, there are team leadership factors, mutual performance monitoring, backup behavior, adaptability, and loop communication which are also studied.

### **Team Leadership**

Leadership in an organizational team is a very influential factor in the success of an organizational team. Team leadership is related to the ability of team members in an organization to direct and assign duties and responsibilities to members of a team. The effectiveness of teamwork will be illustrated if it can combine the aspirations and actions of each team member, and can provide understanding to each team member about common goals. Not only that, the role of a leader in an organization is also expected to be able to renew team members so that they are in a conducive situation and encourage them to actively contribute to their work.

Leadership or leadership is the process of knowing yourself, communicating your vision, trying to build trust among colleagues, and taking effective actions to improve your leadership talents. Leadership is an attitude of influencing other people's actions towards achieving goals in certain situations. This process occurs where a person motivates and guides the group towards predetermined goals.

Leadership is an attitude that is carried out by a leader. A leader is someone who is able to influence the time to work so that he can achieve the agreed goals. Leadership in an organization is considered important to determine the success of an organization, both in achieving targets and developing a program.

Leadership can occur if there is a collaboration between teams. Without time, there will be no leader. As such, leadership will involve working in teams



and not relying on the efforts of one person to advance. The movement of the leadership process is not always from top to bottom, but can also be sideways, namely to build teamwork.

Team leadership is the ability between organizational members to coordinate on an activity, develop knowledge, and assign tasks between team members, so as to create a positive atmosphere in an organization.

A good leadership style is likely to lead the team to success in achieving targets and goals. This is in accordance with the results of the study that the better and more precise the leadership style of a leader in the team, the lower the level of "dropping high" in the achievements of new MKJP family planning participants, and vice versa. Therefore, the leadership in the team can spur the enthusiasm of the FP extension agents to promote family planning with long-term methods.

### **Mutual Performance Monitoring**

Mutual Performance Monitoring is defined as the ability to keep track of fellow team members' work while carrying out their own to ensure that everything is running as expected and to ensure that they are following procedures correctly (Salas et al., 2005, p.575). Mutual performance monitoring is a part of teamwork factors. Mutual performance monitoring is concerned with the awareness of team members in an organization to understand and develop strategies for assessing the performance of teammates and ensuring that the work is carried out as a common goal.

In a team organization, team members can monitor each other to find out difficulties or mistakes so that the effectiveness of performance will be maintained. Team members must also influence each other. The ability of team members to monitor each other and influence each other must be done equally in order to continue to maintain team effectiveness at work. If it is only imposed

on a few team members, chances are that it will be less effective at work and poor communication.

If a team has members who are aware of the function of the team and help each other and monitor their teammates, the team will be effective. It is hoped that the more effective a team is, it will be able to reduce and realize mistakes beforehand or as soon as possible. Mutual performance monitoring is the ability of members to increase knowledge about teamwork and implement strategies and monitor the performance of teammates to ensure that work continues as expected.

This condition will be very important in a team organization. When team members get assignments and excess workload, it puts members in a stressful state so that they have a greater chance of making mistakes and not realizing the lack of performance.

Mutual performance monitoring in an organization is concerned with developing accurate strategies for monitoring the performance of teammates and ensuring that the work is being done as expected. When mutual performance monitoring has a low score, the decrease in the achievement of new KB MKJP participants will also be high. This is in line with the results of the study that the achievement of new KB MKJP participants will experience a high decline (four groups) if the mutual performance monitoring is not good.

### **Backup Behavior**

Backup behavior is the ability of team members to predict the needs of other teammates. This ability to balance the workload between colleagues in a team. Backup behavior is important for social performance and team duties to help other team members perform their roles. When the team workload has exceeded the limit, the team can backup behavior by helping to lighten up and share work with other team members to reduce the workload of the members.

Backup behavior is also a part of teamwork factors. Backup behavior is the ability of team members in an organization to help each other complete tasks as a team. Backup behavior can also contain support between one team member so that it can raise enthusiasm so that it is easier to achieve predetermined targets. Team members can copy to help complete tasks both in helping to do and helping in providing input between team members in order to minimize errors when there are members who have difficulty.

Team effectiveness will be maintained by performing backup behaviors, because team members will monitor each other and try to work together to ease the workload which is one of the causes of work stress. The ability to share the excess workload will allow the team to adapt to every situation around it. Backup behavior is important because in addition to improving the performance of each member, it also allows the team to adapt to the surrounding situation.

If it is related to the results of research where when the backup behavior is not good, there will be a high decrease in the achievement rate of new KB MKJP participants, compared to the value of a good backup behavior. With mutual cooperation to do a job, the goals or targets that have been set will also be achieved, such as increasing the achievement of new KB MKJP participants in Tuban Regency.

### **Adaptability**

Adaptability is generally considered the result of a team effort. Adaptability will accelerate the movement of the team to achieve team goals. Adaptability is a process of adjustment and strategy based on changes that occur both in terms of information and work environment.

Adaptability is the ability to adjust between members of the team in the organization and their work environment. Career adaptability as an individual's way of preparing predictions for assignments

and participating in work roles and adapting to changes that occur in work and working conditions.

Team members are required to be able to adapt by changing task shifts and strategies, as well as changing the priority of a task. The existence of good adaptation will make it easier for team members to communicate and interact with other members so that it can increase the effectiveness of team performance.

The ability to adapt helps the team to respond to unexpected demands, for example an infection occurs in family planning participants. Therefore, this point does not only discuss the process of changing team behavior but also the ability to deal with changes in situations that have just been encountered or are unexpected. Therefore, the adaptability process must occur properly in order to provide comfort to team members so that they can easily, quickly, and precisely achieve targets and goals.

This is in line with the results of this study which illustrate that the better the adaptability of the team members, the lower the decline in the achievement rate of the new KB MKJP. Thus, team members must maintain the adaptability process so that the target achievement of new MKJP family planning participants can still be achieved.

### **Mutual Trust**

Mutual trust is the trust that is owned by team members in the organization to respect the rights and obligations of all team members. Mutual trust is very important in order to establish a symbiotic mutualism among the perpetrators. Belief in people's behavior can create cooperation and be a way to reduce the complexity of the problem.

Mutual trust in the team has an important role. Trust or trust in a team is defined as the perception that each member will do the best for his team and protect each other's rights. Trust can

increase a sense of belonging, willingness to help spread information among team members. When team members feel they belong to each other and want to share information with other members, mutual trust will be well maintained. If the mutual trust is well maintained, it is hoped that it will increase understanding between members so that it will make it easier for the organization to achieve its goals.

Additionally team members may not be willing to participate in sharing information with other members if they fear they will not be considered competent. Therefore, trust is needed in a team because when team members work, they must be able to accept risks depending on other members to achieve team goals.

As in the results of the study, that good mutual trust means the decrease in the achievement of new KB MKJP participants will be even lower, namely as many as 13 groups, and vice versa if mutual trust is not properly maintained, the decrease in the number of new KB MKJP participants will be even higher.

### **Loop Communication**

Communication between team members is needed in teamwork, especially when team members experience high complexity. Smooth communication is needed to work together; it is useful to avoid misunderstanding between members. It is hoped that Loop communication can be an effective bridge to reduce barriers when information exchanges occur and ensure that communications can be received and understood accurately.

Loop communication is a perception between team members in an organization to communicate effectively and efficiently in order to convey information, namely the goals of an organization. Communication in teamwork is important for maintaining team member relationships. If communication and relationships between team members run smoothly, the goals and responsibilities of each member will also run well. In

addition, through communication in teamwork it can also help team members understand their respective roles and responsibilities.

Loop communication involves three components, namely the communicator (sender) or message sender, message content (message), and communicant (receiver) or message receiver. Evaluation of the success of a communication can be seen from the feedback given by the communicant. Through evaluation, the communicator can judge whether the contents of the message sent can be conveyed accurately or not. The existence of training on communication is expected to be able to communicate in the team better. The hope is that the team will easily reach the target set when the communication runs smoothly so that there is not miscommunication.

In this study, the results obtained are in accordance with the theory that a good loop communication value will result in a low decrease in the achievement of the new KB MKJP participants, namely 13 teams that carry out loop communication well. It is hoped that the team can maintain this situation so that the achievement of the new MKJP family planning participants will not experience a high decline.

### **CONCLUSION**

Based on the research that has been done, it is found that there is a relationship between teamwork factors including team leadership, mutual performance monitoring, backup behavior, adaptability, loop communication on the decline in the achievement of new MKJP family planning participants. This is evidenced by the results of research which show that the better the teamwork performance, the lower the achievement of new MJKP family planning participants will be lower. When the workforce is able to work well together by paying attention to the work of

a team and trying to help each other in achieving the agreed goals, it will indirectly improve performance so that it will easily reach the target. We recommend that in teamwork, you must really pay attention to the strengths and weaknesses of the members so that they can cover each other's weaknesses, and still maintain cohesiveness when working especially working in the field.

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