



The Relationship Between Motivation and Cadre Performance in the Healthy Fund Program in the Puskesmas Working Area Lhok Bengkuang, South Aceh District

Hilma Yasni^{1*}, Orisinal², Syam Irwan³, Rasima⁴, Julissasman⁵

^{1,2,3,4,5}Program Studi Keperawatan Aceh selatan, Poltekkes Kemenkes Aceh

¹hilmal1syifa@gmail.com, ²oriebasri@gmail.com, ³syamirwan.s.kep@gmail.com, ⁴rasima9@gmail.com,

⁵julis_sasman@yahoo.co.id



*Penulis yang sesuai

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ABSTRACT

Dana sehat (Healthy fund) is very important for the community because it can ease the burden of citizen, the majority of family living in Darussalam is categorized as low income family whose wage is below the minimum province level. However, Dana Sehat requires high dedication from the managers. This study aimed for finding out the correlation between motivation and cadres working performance who participate in Dana Sehat program in the area of Puskesmas (community health center) Lok Bengkuang in Aceh Selatan Regency. This is a correlational study with cross sectional design. The research population comprised of 39 cadres who participate in Dana Sehat program. The sampling technique used is total sampling. Data is collected using question. Then it is analyzed using chi square test. The result of research showed that motivation in Dana Sehat program is in low category as many as 22 people (56.4%), cadres' performance in Dana Sehat program is less than 26 people (66.7%). The result of chi square test showed that $p\text{-value} = 0.004$ ($\alpha = 0.05$), to cadres who participate in Dana Sehat program in work area of Puskesmas Lhok Bengkuang in Aceh Selatan Regency. It is recommended that the cadres who are working area of the Puskesmas to obtain and knowledge about the Dana Sehat Program.

Introduction

One aspect of national development is health development, which aims to increase awareness, willingness, and ability to live a healthy life for everyone in order to realize an optimal degree of public health through the creation of the community, nation, and state of Indonesia, which is characterized by a population that lives with healthy environmental behavior, has the ability to reach quality health services fairly and equitably, and has an optimal degree of health throughout the territory of the Republic of Indonesia (Chayatin, 2019).

Health funds can initially be interpreted as community activities in mutual cooperation in collecting funds to help their members in health care efforts (Safruddin, 2011). Dana sehat is a health care effort from, by, and for the community that is organized based on the principles of joint and family business with pre-measurement financing and aims to improve the level of public health (Kemenkes RI, 2014). Dana Sehat aims to maintain the sustainable health of individuals, families, and communities through organized health, membership, and funding (Syafuddin, 2011).

Dynamic cadres with village-level education were found to be able to carry out simple treatment, deworming of diarrhea and other simple medicines, weighing and nutrition counseling, eradication of infectious diseases, case finding, vaccination reporting, distribution of contraceptive drugs for family planning (KB), counseling in an effort to instill the Norms of a Small Happy Family (NKKBS), health counseling and guidance on successful environmental efforts, building family latrines and simple water facilities, organizing health funds, and village health posts (Zulkifli, 2011).

LITERATURE REVIEW

According to Triatmi and Reni (2016), internal motivation is a factor that encourages a person to be motivated, namely the driving force that arises from within each person. Internal motivation includes self-actualization, appreciation, responsibility, and achievement. Of the four indicators that significantly compose internal motivation, two are indicators of appreciation and responsibility.

The willingness of individuals to expend high effort to achieve organizational goals is a picture of motivation. If a person is motivated, then he will make every effort to achieve goals, but not necessarily high effort will result in high performance. Therefore, the intensity and quality of the effort are needed and focused on organizational goals. Motivation is one of the important factors in encouraging someone to work. (Robbins, 2013).

METHODOLOGY

This type of research is a correlation, and the approach that will be used in this study is a cross-sectional study

where the researcher takes measurements of variables at a time. This means that the subject is studied only once, and the measurement of independent and dependent variables is carried out at the time of examination or assessment of the data (Ariani, 2014). Through this method, researchers want to understand the relationship between motivation and the performance of cadres in the healthy fund program in the working area of Lokbengkuang Puskesmas, South Aceh Regency.

RESULT

Based on the results of the study, it was found that the highest distribution of respondents' age was early adulthood (18–34 years) with as many as 16 people (41.1%), the highest distribution of education was secondary with as many as 20 people (51.3%), and the length of work was 1-3 years with as many as 36 people (92.3%).

Based on the results of data processing for motivation using univariate tests with $\sum x = 1013$, it can be categorized as high if $\bar{x} > 26,0$ and low $\bar{x} \leq 26,0$. It can be concluded that the highest distribution of motivation in the healthy fund program is in the low category, with as many as 22 people (56.4%).

Based on the results of data processing for the performance of cadres in the healthy fund program using univariate tests with $\sum x = 545$, it can be categorized as good $\bar{x} \geq 14,0$ dan kurang bila $\bar{x} < 14,0$ and less if $< 14,0$. It can be concluded that the highest distribution of cadre performance in the healthy fund program is in the less category, with as many as 26 people (66.7%).

Bivariate analysis was used to analyze the relationship between motivation and cadre performance in the healthy fund program in the working area of Puskesmas Lok Bengkuang, South Aceh District. Data processing uses the analysis method.

chi-square test statistics (χ^2), with an alpha value of 5% (0.05). Calculations were performed with a computer program package. Statistical decisions were made based on the p value. If the p value is ≤ 0.05 , then H_0 is rejected, and if the p value is > 0.05 , then H_0 is accepted. It shows that of the 17 respondents with high motivation, 12 people (70.6%) perform well. Out of 22 respondents with low motivation, there were 21 people (95.4%) with poor performance. Based on statistical tests, a p -value of 0.004 was obtained, which means that the p -value < 0.05 means that the hypothesis (H_0) is rejected, which means that there is a relationship between motivation and cadre performance in the healthy fund program in the working area of the Lok Bengkuang Health Center, South Aceh Regency.

DISCUSSION

Based on the results of the study, it was found that of the 17 respondents with high motivation, 12 people (70.6%) performed well. Of the 22 respondents with low motivation, there were 21 (95.4%) with poor performance. Based on statistical tests, a p -value of 0.004 was obtained, which means that the p -value < 0.05 means that the hypothesis (H_0) is rejected, which means that there is a relationship between external motivation and the performance of cadres in the healthy fund program in the working area of the Meukek Health Center, South Aceh Regency.

Motivation is an impulse that arises from within the individual. Intrinsic motivation is a motive that becomes active or functions without requiring external stimulation because within each individual there is already an urge to do something (Triatmi and Reni, 2019).

Djuhaeni, Gondodiputro, and Suparman (2020) stated in their research that many factors influence the condition of cadres and the community to be involved in all Posyandu activities, including cadre knowledge, information on Posyandu activities, and cadre motivation. Motivation is the most dominant factor, whether it comes from within themselves or from the outside or the environment.

The results of research conducted by Alfina and Isfandiari (2019) on factors related to the active role of cadres in capturing cases of disease at the Sidoarjo Health Center show that the results of statistical tests show that the internal factors that influence the active role of cadres are attitudes ($p = 0.024$). Suggestions that can be given are that it is hoped that there will be cooperation between cadres, community leaders, and health center officials in supporting efforts to improve the ability and activeness of cadres in assisting in the field of public health services.

Based on demographic data, the results showed that the age of cadres had a positive relationship with cadre performance, where the older the cadre, the better their performance in the health fund program. Age indicates the level of maturity of a person in receiving knowledge and providing judgment. A mature person will have positive motivation towards an action that makes positive changes. In this case, cadres aged less than 34 years are less likely to have motivation to conduct healthy fund programs than cadres aged more than 34 years, for a total of 41.1%. A person's maturity determines their motivation to do work. The greater a person's age, the greater his or her level of maturity and strength in thinking and working. In terms of public trust, someone who is more mature will be more trusted than people who are not mature enough.

Based on the length of work, which is 1-3 years, as many as 36 people (92.3%), for the tenure of cadres in this study, most of them are high. This is because not all cadres with low tenure have less motivation. It is evident from the results of the study that those who have less than 3 years of service have good performance. This is in accordance with the results of research by Muttaqin (2021), showing that there is a partial effect of employee tenure on employee work performance. Shows the value of t count = 1.954 $< t = 1.661$ or p -value = 0.05 $> \alpha = 0.05$. This means that H_a is



acceptable and H_0 is rejected. Thus, employee tenure has a significant effect on the work performance of employees of PT Indocitra Jaya Samudra Negara-Bali in 2019.

According to the results of interviews with cadres, it is known that the success of the health fund program is very helpful in easing the burden on residents who cannot afford it. According to Elfindri (2020), in certain groups of society, community fundraising is an effort that is no less important. But for groups of people who are economically disadvantaged or pre-prosperous, community fundraising should be done just so that they feel ownership and responsibility for efforts to maintain and improve their health status. Another way this can be done is through a savings model or a cross-subsidized insurance system. Potential funds in the community include jimpitan, neighborhood social fund contributions (dana sehat, maternity savings), cooperatives, and business groups (making salted eggs, cassava chips, healthy drinks, etc.).

Self-actualization is a state where a human being feels like himself, doing something he likes happily and with a sincere heart. He no longer puts the success of his work on the usual measure, namely the income obtained from the results of a job; the size changes according to the life values embraced and understood by himself (Hersinta and Soepomo, 2021).

This research is in accordance with research conducted by Heni et al. (2019) on cadre motivation to improve the success of posyandu activities, showing that there is a significant correlation (0.91) between internal and external motivational factors in the overall model of both active cadres, inactive cadres, and the community, meaning that they complement each other to form one's motivation for participation in posyandu activities in Kuningan district.

Reward is the next indicator that has a meaningful contribution to internal motivation factors. Desired rewards are generally respect and status in various forms, including praise, recognition of achievement, and the provision of status symbols (power), as well as obtaining awards for their involvement in posyandu activities. Posyandu revitalization programs that provide competition stimulus will increase the achievement motivation of cadres and communities who usually do not seek money for position or economic security but only want feedback on their duties (Triatmi and Reni, 2019).

This is supported by interviews with cadres, who reported that they were pleased to receive an assessment of their achievements in the Dana Sehat program from puskesmas staff. Efforts to mobilize the community in this integration used an approach through village community health development (PKMD), which was operationally formed as posyandu. Posyandu is a meeting point between professional services from health workers and community participation in tackling public health problems, especially in efforts to reduce infant mortality and birth rates.

Based on the results of the study, it was found that increasing the activeness of cadres also requires the active role of community leaders. Villages that have a village head who always provides support in the form of motivation for each implementation of posyandu activities will have better performance and sustainability of the posyandu compared to villages where the village head does not provide motivation at all. Such motivational support can be in the form of assigning tasks that are always monitored and supervised, always considering the ability of cadres before giving tasks.

According to Triatmi and Reni (2019), extrinsic motivation is motivated by motives that are active and function due to external stimuli. Most people have a combination of these characteristics, which will affect employee behavior when working for or managing an organization. The need for affiliation is the urge to interact with others, be with others, and not do something that harms others.

The results of this research study are in accordance with those conducted by Alfina and Isfandiari (2021) on factors related to the active role of cadres in capturing cases of disease at the Sidoarjo Health Center. It is known that the results of statistical tests show that the external factors that influence the active role of cadres are the support of community leaders ($p = 0.022$), puskesmas support ($p = 0.042$), and cadre training ($p = 0.041$).

Furthermore, the results of research conducted by Ratih (2019) on the relationship between money (transport money) and non-money incentives (uniforms, competitions, health benefits, certificates, basic necessities, holiday allowances (THR), operational assistance, stationery assistance, village visits, visits by the head of the neighborhood (RT), visits by puskesmas leaders (pimpus), and recreation) with the performance of posyandu cadres. The research method was cross-sectional, with respondents being all cadres in the Wonorejo Health Center working area. The results showed there was a relationship between the provision of operational assistance ($p = 0.002$), charters ($p = 0.01$), transport money ($p = 0.009$), and training ($p = 0.018$) and the performance of cadres.

The results of educational demographic data show that the average percentage of cadre education is low, namely 51.3%. The higher a person's education, the more interest and motivation they will have for action and reform. Cadres with low education or a maximum of junior high school (SMP) have low motivation compared to cadres who have high education or at least senior high school. Education can guide people to act and fill their lives to achieve safety and happiness. Education is needed to obtain information, such as things that support health, so as to improve the quality of life. Haryanto (2020) concluded the same thing: the age of cadres has a relationship with the activeness of cadres in the community. Cadre education affects their knowledge, while knowledge affects their skills in carrying out activities, especially those related to the village health fund program.

One of the requirements to become a cadre is to have a lot of time for the community. Based on the work done by the cadres, most of the Sidoarjo puskesmas cadres have jobs other than being puskesmas cadres. These results show that

people who become cadres are people who have jobs other than being Puskesmas cadres. Cadre members who have jobs indicate that they do not have much free time (Notoatmodjo, 2019).

Table 1. Relationship between motivation and cadre performance in the Dana Sehat program at the Lokbengkuang Health Center in South Aceh District (n = 39)

Motivasi	Kinerja				Total		α	P value
	Baik		Kurang					
	f	%	f	%	f	%	0,05	0,004
Tinggi	12	70,6	5	29,4	17	100		
Rendah	1	4,5	21	95,4	22	100		
Jumlah	13		26		39			

Source: Primary Data (processed 2023)

CONCLUSIONS

Based on data processing conducted on the relationship between motivation and cadre performance in the healthy fund program in the working area of Puskesmas Lokbengkuang, South Aceh District as follows:

1. Motivation in the Healthy Fund Program is in the low category, with as many as 22 people (56.4%).
2. The performance of cadres in the healthy fund program is in the lower category, with as many as 26 people (66.7%).
3. There is a relationship between motivation and cadre performance in the healthy fund program in the Lokbengkuang Puskesmas work area, South Aceh Regency, with statistical test results (p value = 0.004).

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