

**ANALISIS KINERJA KADER DALAM PELAKSANAAN
KEGIATAN POSYANDU ANAK AIR KOTA
PADANG TAHUN 2019**

TESIS



**PROGRAM STUDI S2 ILMU KEBIDANAN
PASCASARJANA FAKULTAS KEDOKTERAN
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ABSTRAK

ANALISIS KINERJA KADER DALAM PELAKSANAAN KEGIATAN POSYANDU ANAK AIR KOTA PADANG TAHUN 2019

LINDA RANIWATI

Posyandu merupakan upaya kesehatan bersumber daya masyarakat yang menjadi milik masyarakat serta menyatu dalam kehidupan dan budaya masyarakat. Pengelola dan pelaksana posyandu adalah kader yaitu seorang yang bersedia, mampu dan memiliki waktu untuk menyelenggarakan kegiatan posyandu secara sukarela. Kader memiliki peran penting dalam kegiatan posyandu, oleh karena itu kader harus memiliki pengetahuan dan ketrampilan yang baik agar dapat melaksanakan kinerjanya dengan baik dilayanan posyandu. Indikator kinerja kader posyandu dilihat dari kehadiran dan tata laksana kegiatan posyandu. Penelitian ini bertujuan untuk menganalisis faktor-faktor yang berhubungan dengan kinerja kader dalam pelaksanaan kegiatan posyandu di Wilayah Kerja Puskesmas Anak Air Kota Padang.

Penelitian ini menggunakan metode kombinasi antara kuantitatif dan kualitatif. Sampel penelitian kuantitatif sebanyak 59 responden, sedangkan informan untuk penelitian kualitatif adalah Sekretaris Lurah, Ketua RW, Ketua Dasawisma dan Bidan Koordinator Wilayah. Pengumpulan data dilakukan dari Juli tahun 2019 sampai Januari tahun 2020 dengan teknik wawancara menggunakan kuesioner dan lembar observasi.

Hasil penelitian ini membuktikan bahwa faktor yang berhubungan dengan kinerja kader dalam pelaksanaan kegiatan posyandu antara lain tingkat pengetahuan ($p=0,016$), sikap ($p=0,031$), motivasi ($p=0,024$), sarana prasarana ($p=0,001$) dan pelatihan kader ($p=0,049$). Faktor yang paling berhubungan dengan kinerja kader dalam pelaksanaan kegiatan posyandu adalah sarana prasarana ($p=0,001$). Hasil analisis diketahui kinerja kader dalam pelaksanaan posyandu masih kurang baik karena dipengaruhi oleh tingkat pengetahuan, sikap, motivasi, sarana prasarana dan pelatihan kader.

Berdasarkan penelitian diperoleh kesimpulan bahwa kader akan memiliki kinerja yang baik apabila didasari tingkat pengetahuan yang tinggi, sikap yang positif, motivasi yang positif pernah mengikuti pelatihan dan didukung oleh sarana prasarana yang memadai.

Kata kunci : Posyandu, Faktor Kinerja, Kader Posyandu.

ABSTRACT

ANALYSIS OF CADRE PERFORMANCE IN THE IMPLEMENTATION OF INTEGRATED HEALTH SERVICE POST (*POSYANDU*) ACTIVITIES IN THE WORKING AREA OF ANAK AIR COMMUNITY HEALTH CENTER OF PADANG IN 2019

LINDA RANIWATI

Integrated Health Service Post (*Posyandu*) is a community-based health attempt that belongs to the community and is integrated in people's lives and culture. Integrated Health Service Post (*Posyandu*) managers and implementers are cadres, who are willing, able and have the time to carry out voluntary activities. Cadre has an important role in Integrated Health Service Post (*Posyandu*) activities; therefore, the cadre must have good knowledge and skill in order to carry out their performance well in Integrated Health Service Post (*Posyandu*). The indicator of cadre of Integrated Health Service Post (*Posyandu*) performance can be seen from the presence and management of its activities. This study aims to analyze the factors associated with the performance of cadres in the implementation of Integrated Health Service Post (*Posyandu*) activities in the working area of Anak Air Community Health Center in Padang.

This research uses a combination of quantitative and qualitative methods. The sample of quantitative research is 59 respondents, while the informants for qualitative research are the Secretary of the Sub-district Head, Head of Hamlet, Head of Family Welfare Program (PKK) and Regional Coordinating Midwife. Data collection was carried out from July 2019 to January 2020 with interview techniques by using questionnaires and observation sheets.

The results of this study prove that the factors related to the cadre's performance in the implementation of Integrated Health Service Post (*Posyandu*) activities include the level of knowledge ($p = 0.016$), attitude ($p = 0.031$), motivation ($p = 0.024$), facility ($p = 0.001$) and cadre training ($p = 0.049$). The factor that is mostly related to cadre performance in the implementation of Integrated Health Service Post (*Posyandu*) activities is facility ($p = 0.001$). The results of the analysis reveal that the cadre's performance in the implementation of Integrated Health Service Post (*Posyandu*) is still not good because it is influenced by the level of knowledge, attitudes, motivation, facility and cadre training.

Based on the research, it is concluded that cadre will have good performance if it is based on a high level of knowledge, positive attitude, positive motivation, experience in attending training and supported by adequate facility..

Keywords : Integrated Health Service Post (*Posyandu*), Performance Factor, Integrated Health Service Post (*Posyandu*) Cadre