PAPER NAME

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WORD COUNT

3426 Words

CHARACTER COUNT

19070 Characters

PAGE COUNT

5 Pages

FILE SIZE

306.8KB

SUBMISSION DATE

Jan 17, 2024 8:32 PM GMT+7

REPORT DATE

Jan 17, 2024 8:32 PM GMT+7

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The Effect of Motivation and the Role of Perception on Cadre Performance by Considering the Ability of "Posyandu" Cadre Work In Stunting Prevention Situation

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Abstract
This research aims to 1) describe perceptions of motivation, perceptions of roles, work abilities, and performance of cadres 2) to analyze the influence of motivation and perceptions of roles on job abilities. 3) to analyze the influence of motivation and role perceptions on cadre performance. 4) to analyze the effect of work ability on cadre performance. 5) to analyze the influence of motivation and role perceptions on cadre performance through the workability of "posyandu" cadres in Timor Tengah Selatan Regency. The sample in this study was 97 "posyandu" cadres. The analysis technique uses path analysis. The results of the analysis show that motivation and role perception have a significant effect on work ability. Motivation and Perception of Roles have a significant effect on cadre performance. Work ability has a significant effect on performance. Besides, motivation and role perceptions have a significant effect on performance through work ability. Work ability is the most important part that must be considered by the leadership, because through the work ability of the cadres the work can be achieved.
Keywords*: Motivation, Perceived Role, Work Ability, Cadre Performance*

I. Introduction

The role of "posyandu" in tackling stunting in Indonesia is very important, especially in efforts to prevent stunting in toddlerhood. Through monitoring the growth and development of infants and toddlers, which is carried out once a month through the filling of the Card Towards Healthy (KMS) curve, toddlers who experience growth problems can be detected as early as possible so that they do not fall into chronic growth problems or stunting. Cadre personnel in carrying out health services at the "posyandu" are an important and indispensable resource for achieving optimal performance. The role of cadres in organizing "posyandu" is very big because apart from being a provider of health information to the community it is also a driving force for the community to come to the "posyandu" and carry out a clean and healthy lifestyle. The success of "posyandu" is influenced by the performance of cadres.

Performance is the result of work in quality and quantity achieved by a cadre in carrying out his duties following the responsibilities given (Kusuma Wardani & Muljono 2018). In this case, cadres are a form of community participation in the health sector that is easily accessible to certain communities. Besides that, "posyandu" cadres have a very important role in providing health services that can reach the community and conduct face-to-face meetings more often than other health workers. Cadre performance will depend on the individual's ability factors such as education level, knowledge, experience, motivation, and perception where the higher the ability level results in better performance. Conversely, someone who has a low ability will result in lower performance. (Baron & Greenberg 1990).

Human resources are agents of change, the driving force of all fields. This shows that all initial activities are the result of human actions themselves. Every human being certainly has basic reasons, why someone is willing to do certain activities or jobs, why one person works more actively while one person works normally, of course there are all basic reasons that encourage or cause someone to work like that, of course not free from motivation and how he views or perceptions.

Children are the nation's assets in the deep era, how will the condition of Indonesia's human resources in the future if currently many Indonesian children suffer from stunting. Children who are stunted will be more susceptible to disease. The impact of stunting is not only on the health side but also affects the level of intelligence of children. The highest number of children under five who pay attention to the prevalence of stunting in Indonesia is one of them in the Province of East Nusa Tenggara (NTT). Currently, there are 269,658 toddlers from 633,000 children under five in East Nusa Tenggara (NTT). Recorded suffering from stunting

(stunted), and 75,960 of them are suffering from wasting (thin). The high rate of stunting of children under five in NTT has an impact on the loss of human resource assets.

It is very worrying that the prevalence of stunting in the province of East Nusa Tenggara (NTT) in the South Central Timor district, the percentage of the number of children under five in South Central Timor (TTS) in 2018 reached 14,130 children or 52.76%. Meanwhile, in 2019 there was a decline of more than 14,000 or 52%, this figure was the highest in the province of NTT.

The results of the study were to analyze the factors that influence the performance of "posyandu" cadres in Indonesia. Research by Hilda Irianti (2005) in the Tambarangan Public Health Center in Tapin Regency shows that there is a significant relationship between age, education, knowledge, and attitudes with the performance of "posyandu" cadres.

Meanwhile, the results of Suharyani's research (2018) in the "Tambak Boyok" work area, Ngawi Regency, Indonesia show that there is an influence of attitude and motivation on the performance of "posyandu" cadres. Purba's research (2019) in the work area of Puskesmas Padang Bulan has a leadership relationship with cadre performance and research by Cindy et al related. Dwi Astuty's research (2018) at the Pagiyanten Public Health Center in Tegal Regency stated that there was no influence of motivation, competence, and satisfaction on the performance of health cadres with work commitment as an intervening variable.

Meanwhile, in Irma Afifa's research (2019) in the Puskesmas Pagelaran and Gedangan. The results showed that the knowledge and performance of the cadres were significantly different, while the length of time being a cadre and the motivation of the cadres did not differ significantly. However, the cadres 'motivation had a dominant effect on the cadres' performance in the two Pukesmas areas. Meanwhile in Andira et al's research (2012) at the "posyandu", Bontobahari Subdistrict, Bulukumba Regency, stated that attitudes, motivation, knowledge, and tenure were factors related to cadre performance. However, training and incentives are not related to the performance of "posyandu" cadres. However, there has been no previous research that analyzes the influence of motivation and role perceptions on cadre performance through the work ability of "posyandu" cadres in preventing stunting, especially in the South Central Timor Regency.

II. Literatur Study

Performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience, and seriousness and time (Hasibuan, 2008: 93). According to Mangkunegara (2010), the definition of performance is the result of work both in quality and quantity achieved by the human resources of the unity period in carrying out their duties under the responsibilities assigned to them.

Work ability is an individual capacity to do various tasks in a job. Ability is the potential that is in a person to do something so that it allows someone to be able to do the job or not to do the job. Robbins (1998). Meanwhile, according to (Gibson 1994) Work ability is one element of maturity related to knowledge and skills that can be obtained from education, training, and experience. Ability is closely related to the physical and mental abilities a person has to do a job and not what he wants to do.

Perception is a process that individuals take to organize and interpret their sensory impressions to give meaning to their environment. Robbins (2002). According to Davis Keith (2002: 84) what is meant by role (role) is a pattern of actions expected of a person in actions that involve other people. Roles reflect one's position in the social system with the rights and obligations, powers, and responsibilities that accompany it. Meanwhile, according to Kreitner (1995), role perceptions are a person's view of how they should behave or act in certain situations.

Motivation is the provision of a driving force that creates excitement for a person's work so that they are willing to cooperate, work effectively, and are integrated with all their efforts to achieve satisfaction. Hasibuan (2001). According to Gibson (2004), motivation is a force that drives an employee who causes and directs behavior. Individual motivation becomes a solution that is expected to solve theoretical problems (Indah et al.,2020).

III. Research Method

The research method used is quantitative. The data collection instrument used a questionnaire involving 97 respondents. The data analysis technique was performed using Path Analysis with the help of the Spss version 22.0 program. This study is a study of internal perceptions such as the one conducted by Respati and Amin (2014) on employee behavior and a documentation system in the manufacturing sector.

Motivation with five indicators, namely physiological needs, security, social, appreciation, self-actualization. Perception of the role of three indicators of belief in work, job satisfaction, behavior in doing work. Workability three indicators of technical, conceptual and social abilities. There are five performance indicators, namely, quantity, quality, timeliness, responsibility and attendance. Variables, indicators and number of instruments in Table 1.

Table 1. Variable Indicator dan Instrument

Variables	Indicators
Motivation (X1)	Physiologist (X1.1)
	Feel safe (X.1.2)
	Social (X 1.3)
	Reward (X1.4)
	Self-actualization (X1.5)
Role perception (X2)	Believe (X2.1)
	Satisfaction (X2.2
	Attitude (X2.3)
Work Ability (Y1)	Technical (Y1.1)
	Conceptual (Y1.2)
	Social (Y1.3)
Cadre Performance (Y2)	Quantities (Y2.1)
	Quality (Y2.2)
	Punctuality (Y2.3)
	Responsible (Y2.4)
	Presence (Y2.5)

IV.   Research Result

Path analysis in this study is used to calculate the direct and indirect effect of the independent variable on the dependent variable. This influence can be seen from the coefficient value and significance value. The following is the result of the path diagram of this study following Figure 1.

Figure 1. Model Result
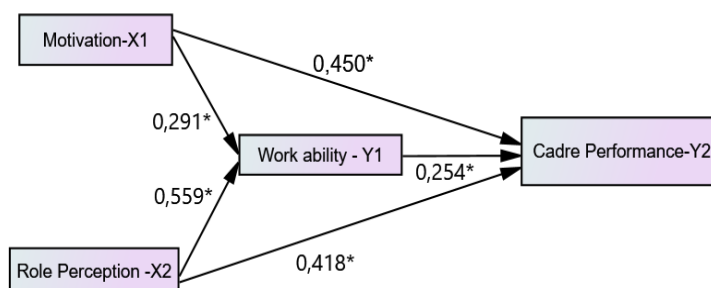
Note: * is level of significant probability under 0.05

Based on the path diagram above, 3 path equations can be formed as follows:
1.   Work ability = 0.291 motivation + 0.559 role perceived
2.   Cadre Performance = 0.450 motivation + 0.418 roles perception
3.   Cadre Performance = 0.254 Work ability

Furthermore, to determine the direct effect, indirect effect and total effect, regression coefficient values and their significance values are needed. The influence of the research variables is presented and described in Table 2 below:

Table 2. The results of the analysis of direct, indirect, and total effects

Variables	Direct Path	p. value	Indirect path	Total path
Motivation (X1) to work ability (Y1)	0,291	0,001	-	-
Role perception (X2) work ability (Y1)	0,559	0,000	-	-
Motivation (X1) to work Performance (Y2)	0,450	0,000	-	-
Role perception (X2) to work performance (Y2)	0,418	0,000	-	-
Work ability (Y1) to work performance (Y2)	0,254	0,005	-	-
Motivation (X1) to work performance (Y2) through work ability (Y1)	0,450	0,000	0,291 X 0,254 = 0,074	0,524
Role perception (X2) to work performance (Y2) through work ability (Y1)	0,418	0,000	0,559 X 0,254 = 0, 142	0,560

In the summary table of the results of the path analysis above, it shows that the multiplication result of the direct effect, namely, the motivation variable on performance through work ability, is obtained a figure of 0.074. For the indirect effect of the role perception variable on performance through work ability, the result is

0.142. Based on the results of the path analysis, the direct and indirect influence of motivation and role perceptions on performance through work ability can be formulated as follows:

- The influence of motivation on performance Direct effect = 0.450 Total effect = 0.291 + 0.254 = 0.074 The total effect is greater than the direct effect, which means that motivation affects performance through work ability. The work ability variable becomes an intervening variable in the influence between motivation and performance.

- The influence of role perceptions on performance Direct effect = 0.418 Total effect = 0.418+ 0.254 = 0.142

- The total effect is greater than the direct effect, which means that role perceptions affect performance through work ability. Thus work ability is an intervening variable in the influence between role perceptions and performance.

Multiple linear regression analysis is used to measure the power of influence between two or more variables and shows the relationship between the independent and dependent variables (Ghozali, 2009). The following are the results of multiple linear regression in this study:

1. Equation 1 : $Y1 = \alpha1 + \beta1X1 + \beta2X2$

Multiple linear regression analysis was used to determine the influence of motivation and role perceptions on ability.

Table 3. Multiple regression analysis of equation 1

Variables	Unstandardized Coefficients	t stat	Sig.
Motivation (X1)	0.291	3.436	.001
Role Perception (X2)	0.559	6.591	.000
Y1 = Work Ability			

Based on the above results, it is known that motivation and role perception have a significant effect. The work ability of motivation has a coefficient of 0.291 with a significance of 0.001. the role perception has a coefficient of 0.559 with a significance of 0.000.

2. Equation 2 $Y2 = \alpha2 + \beta3X1 + \beta4X2$

Multiple linear regression analysis was used to determine the influence of motivation and role perceptions on performance.

Table 4. Multiple regression analysis of equations 2

Variables	Unstandardized Coefficients	t stat	Sig.
Motivation (X1)	0.450	5.894	.000
Role perception (X2)	0.418	4.801	.000
Y2 = Cadre performance			

From the table above, it can be concluded that motivation and role perception have a significant effect on performance. Motivation has a coefficient value of 0.450 with a significance of 0.000. the role perception has a coefficient value of 0.418 with a significance of 0.000.

Table 5. Multiple regression analysis of equations 3

Model	Unstandardized Coefficients	t stat	Sig.
Work ability (Y1)	0.254	2.904	.005
Y2 = Cadre performance			

Based on the table above, it can be seen that work ability has a significant effect on performance. This is known from the significance value which is 0.005.

V. Discussion

Motivation in this study is based on five basic human needs according to Abram Maslow, namely the need for physiology, the need for security, the need for social, appreciation and self-actualization. Of the five basic needs, the lowest felt by respondents was that the physiological needs of clothing, food and shelter were not fulfilled properly, the salaries that respondents or cadres expected were not by the work they were doing.

According to Huijbers, perceptions of the role in this study are based on beliefs about work, job satisfaction, and behavior in doing work. Of the three indicators, the respondent or cadre felt the highest was confidence in work because not all cadres were equipped with qualified training or skills so that it affected respondents 'or cadres' confidence in the tasks they were doing. On another side that a rewards system is highly needed by employees when an industry is in a highly competitive position (Respati and Triatmanto, 2019)

According to Blanchard & Hersey, work ability in this study is based on technical abilities, conceptual abilities and social abilities. Of the three indicators the respondent or cadre felt the highest was conceptual ability. With the limited knowledge of cadres and education and not being allowed to take part in this training, the ability of cadres to work is limited, but because of the conditions and circumstances, it demands to continue working even though their abilities are what they are.

According to Mathias & Jackson, work performance in this study is based on quantity, quality, timeliness, responsibility, and attendance. Quality in carrying out every task orderly and neatly, evaluating every job done, the quantity being able to complete each task quickly, on time being able to complete tasks quickly compared to other friends, responsibility for working according to orders and being responsible for every task and ready to accept risk, attendance and be diligent and active in all activities.

VI.   Conclusions and Recommendations

Motivation and perceptions of roles have a significant effect on performance through work ability, this proves that a person's motivation and perceptions of the role they have and are perceived to have will affect performance if they do not have work ability. The variable that has the biggest influence is motivation. It is suggested that future researchers who will take the same theme as this research can add more variables related to the performance of "posyandu" cadres.

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