

The Performance of Cadre in Non-Communicable Disease Integrated Coaching Center in Medan City 2023

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ABSTRACT

The aim of this research is to determine the factors that influence the performance of Posbindu Cadres for Non-Communicable Diseases in Medan City in 2023. This type of research is quantitative research with a cross sectional study design. Data analysis used univariate and bivariate analysis with a sample size of 88 respondents. The results of the research show that the variables that are related are income ($p=0.016$) and cadre motivation ($p=0.011$) with the performance of cadres at the Integrated Development Post for Non-Communicable Diseases (Posbindu PTM) in Medan City in 2023. The suggestion for this research is that cadres are always more active in increase responsibility in carrying out Posbindu activities so that the existing programs at Posbindu can be achieved and the Puskesmas is expected to increase the motivation and work ability of cadres in carrying out Posbindu activities in order to increase the activity of Posbindu cadres by providing training about Posbindu programs and activities to cadres on an ongoing basis.

KEYWORDS

Posbindu; cadre performance; non-communicable diseases

INTRODUCTION

Non-Communicable Infections (NCDs) are constant maladies that are not transmitted from individual to individual (Valentina, F., Andayani, L. S., & Lubis, R., 2023). NCDs emerge due to human behavior such as smoking, undesirable eat less, need of physical action and utilization of alcoholic refreshments. NCDs may be a wellbeing issue in society that causes torment, inability and passing. NCDs frequently goes undetected since it has no side effects and no complaints, when it is found, it is as of now at a progressed organize so it is troublesome to remedy and comes about in inability or passing (Kementrian Kesehatan RI., 2019).

Non-Communicable Illnesses (NCDs) is the most cause of passing all inclusive, based on information from the World Wellbeing Organization (WHO) showing that in 2016, of the 57 million passings that happened within the world, 41 million passings (70%) were caused by NCDs. The greatest causes of passing are cardiovascular infection, cancer, constant respiratory illness and diabetes. The extent of untimely passings happening at the age of 30-69 a long time caused by NCDs is 75%, this appears that NCDs are not as it were a issue for the elderly (WHO, 2018).

The expanding predominance of NCDs has an effect on expanding the burden of wellbeing financing that must be borne by the state and society. Treatment for NCDs is generally costly, particularly on the off chance that the condition gets to be inveterate and complications happen. Agreeing to information from the Center for Wellbeing Protections

Support, Service of Wellbeing of the Republic of Indonesia, it appears that NCDs costs very a parcel of restorative costs when compared to the most noteworthy restorative costs of all irresistible infections (Kementrian Kesehatan RI., 2019).

Indonesia is encountering a noteworthy heightening of NCDs, the comes about of the 2018 Fundamental Wellbeing Inquire about (Risikesdas) appear that the predominance of NCDs has expanded compared to Risikesdas 2013. The predominance of PTM has expanded, specifically tall blood weight in inhabitants over 18 a long time of age has expanded from 25.8 % to 34.1%, corpulence of the populace matured over 18 a long time expanded from 14.8% to 21.8%. The number of passings caused by NCDs in Indonesia in 2018 was 1,365,000 (73%). One sort of NCDs is hypertension, its predominance in inhabitants matured 18 a long time and over in North Sumatra Area comes to 30% (Risikesdas, 2018).

One frame of Community Based Wellbeing Exertion (Upaya Kesehatan Berbasis Masyarakat/ UKBM) which has fair been created by the Government in agreement with WHO suggestions to center on anticipating NCDs through three fundamental components, to be specific chance figure observation, wellbeing advancement and avoidance through development and change of wellbeing benefit administration is the coordinates malady improvement Center of non-communicable illness (Pusat Pembinaan Terpadu Penyakit Tidak Menular /Posbindu PTM) (Kementrian Kesehatan RI., 2019).

In line with the increment within the predominance of non-communicable illnesses, Presidential Instruction number 1 of 2017 concerning the Sound Living Community Development was issued to quicken and synergize the activities of promotive and preventive endeavors for solid living. The sound living community development program has 7 markers, to be specific doing physical action, devouring natural product and vegetables, not smoking, not expending alcoholic drinks, carrying out customary wellbeing checks, maintaining environmental cleanliness, and employing a toilet. In any case, the execution of the program in Presidential Instruction number 1 of 2017 concerning the Sound Living Community Development has not run ideally, as within the Asian locale, Indonesia is one of the nations with the most reduced utilization of natural product, to be specific 34.55 kilograms per capita per year and vegetables, specifically 40.35 kilograms per capita per year. Typically, it is not in agreement with the FAO suggestion, specifically for a solid adequacy standard of 91.25 kilograms per capita per year. The extent of North Sumatra's populace matured over 10 a long time who expend natural product is as it were 2.4% and vegetables as it were 4.5%, whereas Labuhan batu Rule expends as it were 2.3% natural product and as it were 5.3% vegetables (Depkes RI., 2018; Dinas Kesehatan Kabupaten Labuhanbatu, 2018).

The nearness of physical action plays a vital part in body wellbeing. By frequently doing 30 minutes of physical action each day, your body will end up new, solid and ensured from different infections. Be that as it may, in 2018, in Indonesia the extent of physical action as it were expanded by 7.4% from 26.1% to 33.5% (Risikesdas, 2018). Other endeavors to control NCD hazard variables that can be carried out incorporate advancing clean and sound living behavior through CERDIK behavior, to be specific standard wellbeing checks, getting freed of cigarette smoke, normal physical movement, adjusted sound slim down, getting sufficient rest, and overseeing push.

Smoking and introduction to cigarette smoke are known to be two of the chance variables for NCDs. One exertion to control cigarette utilization is the execution of No-Smoking Ranges in schools as an exertion to diminish the predominance of youthful smokers matured ≤ 18 a long time. Endeavors to control NCDs through controlling cigarette utilization in North Sumatra have not been ideal, where information from the National Socio-Economic Study (Susenas) appears that the smoking rate of individuals in North Sumatra aged ≥ 15 a

long time in 2015-2018 has expanded from 29.15% to 31.10%. but diminished in 2020 to 27.28%. This is often in line with the increment in hypertension cases in North Sumatra. Based on information from the North Sumatra Common Wellbeing Benefit, it was recorded that in 2017 there were 380,676 individuals with hypertension matured ≥ 15 a long time to 1,023,272 individuals or 31.97% in 2019 but experienced a noteworthy increment in 2020 to 2,824,328 individuals which gotten wellbeing administrations by 39.6%.

In terms of avoiding different hazard components early. One technique is to engage and increment the part of the community. Communities are given offices and direction in creating stages to play a part, prepared with information and abilities to recognize issues in their range, recognize, define and resolve their possess issues based on existing needs and potential. Efforts to control PTM are built on the joint commitment of all components of society who care almost the risk of PTM through Posbindu PTM. Posbindu PTM is the community's part in carrying out early discovery and observing of major NCD chance variables which are carried out in an coordinates, schedule and occasional way. Chance components for non-communicable maladies (NCDs) incorporate smoking, utilization of alcoholic drinks, unhealthy eating designs, need of physical action, corpulence, push, hypertension, hyperglycemia, hypercholesterolemia and early follow-up on chance components found through wellbeing counseling and prompt referral to a facility. basic wellbeing administrations.

Early disclosure of organic chance variables such as weight, tall blood weight, tall blood sugar, visual impedance, hearing impedance as well as early discovery of cervical and breast cancer is carried out by executing standard wellbeing checks each six months or at slightest once a year at Posbindu PTM. Advancement of area-based Posbindu PTM, where each village/sub-district has at slightest one Posbindu PTM, so that it comes to all inhabitants matured 15 a long time and over PTM and finds potential cases of PTM so that they can be alluded to To begin with Level Wellbeing Offices (FKTP) and dealt with concurring to benchmarks.

Based on information from the Medan City Wellbeing Benefit in 2021, the dissemination of PTM Posbindu for the Medan city region was 147 Posbindu spread over 41 Public Healthcare Centers or called as Puskesmas (Pusat Kesehatan Masyarakat) work ranges. Based on information from the Medan City Office, the number of PTM Posbindu visits in 2019 was 29,908 visits, while in 2020 there was a critical increment, to be specific 44,615 visits and in 2021 it diminished to 38,782 visits (2021 Medan City Wellbeing Benefit Profile). Based on information from the profile of the Medan City Wellbeing Benefit in 2021, from a populace of 1,818,252 individuals, the number of sufferers of non-communicable maladies such as hypertension was 12,102 individuals and diabetes mellitus (DM) was 6,129 individuals.

Exercises carried out amid each Posbindu PTM execution incorporate measuring body weight, stature, stomach circumference, BMI, body fat investigation, blood weight, blood glucose checks, cholesterol and blood triglyceride checks, clinical breast and Through examinations, counseling and counseling including 7 The officers as program implementers are 2 related community wellbeing center officers and 5 cadres.

Posbindu PTM could be a shape of community support in early discovery, observing and early follow-up of hazard variables for Non-Communicable Maladies freely, routinely, interestedly and persistently (Service of Wellbeing of the Republic of Indonesia, 2012). The part of Posbindu cadres is to actualize control of NCD hazard components for the encompassing community through Posbindu PTM. The capacities of cadres in Posbindu are Facilitator for the implementation of Posbindu PTM, persuading the community to require

portion in Posbindu PTM, checking the estimation of PTM hazard variables, counselor for Posbindu PTM members, recording the comes about of Posbindu PTM exercises.

Based on this foundation, analysts are fascinated by conducting investigate on variables related to the execution of the Medan City Non-Communicable Malady Posbindu Cadre in 2023.

RESEARCH METHODS

This research is a quantitative analytical survey research with a cross sectional design. By collecting data only once (Sastroasmoro & Ismael, 2017). This research was conducted to analyze the factors that influence the performance of Posbindu Cadres for Non-Communicable Diseases. This research was conducted at Posbindu in Medan City. When the research was carried out from January to August 2023, the population in this research was all 735 Posbindu PTM cadres in Medan City.

The sample in this study was some of the Posbindu PTM cadres in the city using a stratified random sampling technique. The first stage of determining the Public Healthcare Center or called as Puskesmas was determined by taking 30 percent of all the Public Healthcare Center in Medan City because according to Gay's theory (1992) the minimum sample size was 30 percent. The number of the Public Healthcare Center taken was 12 (Twelve) the Public Healthcare Centers out of 41 the Public Healthcare Centers. How to determine selected districts using a simple random technique. The selected health centers are Amplas Puskesmas, Glugur Darat Puskesmas, Bromo Puskesmas, Simalingkar Puskesmas, Johor Puskesmas, Binjai Village Puskesmas, Medan Denai Puskesmas, Padang Puskesmas, Glugur City Puskesmas, Sentosa Baru Puskesmas, Mandala Puskesmas, Medan Deli Puskesmas. The second stage is determining the sample size for sampling in this research, the Slovin method is used with the following calculations:

$$n = \frac{N}{1 + N \times e^2}$$

Information:

n = number of samples

N = total population

e = percent allowance for inaccuracy due to sampling error which can still be tolerated or desired (0.1) The number of samples taken from this research population is as much as.

$$\begin{aligned} n &= \frac{735}{1 + 735 \times 0,1^2} \\ &= \frac{735}{1 + 7,35} \\ &= \frac{735}{8,35} = 88,02 = 88 \end{aligned}$$

In this study, researchers set a sample size of 88 people. Sampling technique in determining which Posbindu PTM to become the research location was to use a random sampling system technique.

RESULTS AND DISCUSSION

Univariate Analysis Results

Frequency Distribution of Job, Income, Knowledge, Motivation and the Performance of cadres of Integrated Coaching Center for Non-Communicable Diseases in Medan City in 2023.

Table 1. Univariate Analysis Results

Variable	n=100	Percentage(%)
Job		
Jobless	35	47,3
Work	39	52,7
Income		
Low (\leq Rp 2.710.493)	30	34,1
High ($>$ Rp 2.710.493)	58	65,9
Knowledge		
Well	81	98,9
Not bad	1	1,1
Cadres Motivation		
High	45	60,8
Low	29	39,2
Cadres Performance		
Active	43	48,9
Active less	45	51,1

In the employment variable, the highest proportion was found in the jobless category, 79 respondents (89.8%) and the lowest proportion in the working category, 9 respondents (47.3%). Based on the income variable, it was found that the highest proportion was in the high category, 58 respondents (65.9%) and the least in the low category, 30 respondents (34.1%). Based on the knowledge variable, the highest proportion was found to be in the good category, 87 respondents (98.9%) and the least in the poor category, 1 respondent (1.1%). Based on the cadre motivation variable, it was found that the highest proportion was in the low category, 71 respondents (80.7%) and the least in the high category, 17 respondents (19.3%). Based on the cadre performance variable, it was found that the highest proportion was in the less active category, 45 respondents (51.1%) and the least in the active category, 43 respondents (48.9%).

Bivariate Analysis Results

The Relationship between Employment, Income, Knowledge, Motivation and the Performance of Cadres Integrated Coaching Center for Non-Communicable Diseases in Medan City in 2023.

Table 2. Bivariate Analysis Results

Independents Variable	Cadres Performance				Total		p. value
	Active		Non-Active		n	%	
	n	%	n	%			
Job							
Jobless	38	48,1	41	51,9	79	100	0,672
Work	5	55,6	4	44,4	9	100	
Income							
Low	20	66,7	10	33,3	30	100	0,016
High	23	39,7	35	60,3	58	100	

Knowledge								
Good	43	49,4	44	50,6	87	100		
Not bad	0	0	1	100	1	100	0,326	
Cadre Motivation								
High	13	76,5	4	23,5	17	100		
Low	30	42,3	41	57,7	71	100	0,011	

The chi-square test results show that of the 4 independent variables, the variables that have a significant relationship with the performance of Cadres of Integrated Coaching Center of Non-Communicable Disease in Medan City 2023 are Income (p-value= 0.016), Cadre Motivation (p-value= 0.011). This is indicated by the sig-p value of the 2 variables whose p. value is smaller than 0.05.

Relationship between Employment and the Performance of Cadres of Integrated Coaching Center for Non-Communicable Diseases in Medan City in 2023

The results of statistical analysis using the chi-square test obtained a value of $\rho > 0.05$ (p=0.672) so that statistically it can be interpreted that there is no relationship between work and the performance of cadres of Integrated Coaching Center for Non-Communicable Diseases (Posbindu PTM) Cadres in 2023. This shows that working or jobless status does not affect the performance of cadres of Integrated Coaching Center for Non-Communicable Diseases. Cadres with jobless status certainly have greater opportunities or opportunities to improve their existing performance because they spend most of their time at home compared to those who work. because in this study, respondents with unemployed status used more of their time to be active in implementing Integrated Coaching Center for Non-Communicable Diseases. This is because cadres are supported by awareness and knowledge about the benefits of Integrated Coaching Center for Non-Communicable Diseases.

There is a tendency for someone who does not work to be more active in carrying out Integrated Coaching Center for Non-Communicable Diseases activities compared to those who work, because apart from their higher knowledge, it is also because they are more economically independent.

Apart from that, accessibility factors also influence cadre activity. Cadres whose homes are far from the Integrated Coaching Center implementation location allow them to be less active, while cadres whose homes are close to the Integrated Coaching Center implementation location allow them to be active. From the results of the researcher's observations, the active cadres are those who live close to the location where Integrated Coaching Center is implemented so that they do not reach people who live far away.

This research agrees with research conducted by Handayani D. E (2012) which stated that there was no relationship between work and the performance of PTM Integrated Coaching Center of cadres. And this is also in line with research conducted by Renate Pah Kiting (2015) which states that respondents whose work is suitable are 36 times more likely to have good performance compared to respondents whose work is not suitable.

The results of this research are not in line with research conducted by Puji Lestari and Soeharyo Hadisaputro who examined several factors that play a role in cadre activity in Bantul district. This research found a significant relationship between work and cadres' activeness in visiting Integrated Healthcare Center (Posyandu) with a value of $p=0.002$.

The Relationship between Income and Performance of Cadres of Integrated Coaching Center for Non-Communicable Diseases in Medan City in 2023

The results of statistical analysis using the chi-square test obtained a value of $\rho < 0.05$ ($p = 0.016$) so that statistically it can be interpreted that there is a relationship between income and the performance of Cadres of Integrated Development Center for Non-Communicable Diseases in Medan City (Posbindu PTM) in 2023. Income is one of the factors that influences them. This can be seen that cadres show good performance to increase family income even though incentives are felt to be lacking. The results of this research show that cadres with low family income will be more active because they do not have the economic capacity to meet family needs. Likewise, on the other hand, cadres with high family incomes will be less active because their work as a cadre is only to fill their free time. However, there are also cadres with low family income who are not active because they are influenced by the odd jobs they sometimes do.

Cadres understand their roles and duties by working voluntarily so they do not expect compensation for the work they do (Wirapusita, 2013). Incentives are a form of appreciation/reward that can increase cadre motivation so that it will improve cadre performance (Alfiyah & Pujiyanto, 2019), such as the appointment of the best cadre which is held every month by giving a certificate of appreciation because other cadres will see and encourage cadres to work better (Kiting, et al., 2017). Based on this, it is very important to give incentives to them to increase family income and motivate cadres so that cadre performance will also increase.

This research is in line with research conducted by Renate Pah Kiting (2015) which stated that respondents who thought they received incentives were 10 times more likely to perform well compared to respondents who did not receive incentives after controlling for motivation, work, attitude, human resources and stakeholder role variables.

The Relationship between Knowledge and the Performance of Cadres of Integrated Coaching Center for Non-Communicable Diseases in Medan City in 2023

The results of statistical analysis using the chi-square test obtained a value of $\rho > 0.05$ ($p = 0.326$) so that statistically it can be interpreted that there is no relationship between knowledge and the performance of Medan City Integrated Coaching Center for Non-Communicable Diseases (Posbindu PTM) Cadres in 2023. The results of this research show that the largest number of respondents who are active in cadre activities are cadres who have good knowledge, namely 87 respondents.

This research is not in line with research from Afifa (2019), with the title the influence of motivation and knowledge on their activeness in the working area of the Tangkahan Durian Health Center, Langkat Regency in 2017. The research results showed that there was a significant influence of knowledge on the activeness of cadres. Knowledge is a result that is understood after sensing a particular object which is very significant in the form of a person's actions. According to Ramdhania et al (Ramadhandia, N., Nabila, G., Sharon, W., Merry, D., Didah, M., Ariyati., 2020), good cadre knowledge can influence cadre activity in Integrated Healthcare Center (posyandu) activities. Poor cadre knowledge will also influence cadre inactivity in its activities. However, not all cadres who have poor knowledge are not active in its activities, because cadre activity is influenced by several things such as beliefs, traditions, attitudes, facilities, social support from health workers, family, religious leaders/community leaders.

The knowledge of its cadres' Integrated Healthcare Center causes skills to increase and can expand/improve Integrated Healthcare Center system so that it can increase the quantity and quality of Integrated Healthcare Center. Cadres' knowledge can be obtained from

training they have attended. This is in line with opinion 14, which states that knowledge is very important in carrying out all forms of action for a person, knowledge strengthens each person in making decisions and each person will make changes by adopting behavior. its activities are activities in the form of real community health services carried out by health cadres who have received training from the community health center. All cadre success is expected from the activity of its cadres.

The Relationship between Cadre Motivation and Performance of cadres of Integrated Coaching for Non-Communicable Disease in Medan City 2023

This is in line with research conducted by Janwarin (2020) at the Waturu Puskesmas, Nirunmas District, Tanimbar Islands Regency, that there is a relationship between motivation and the activeness of cadres' Integrated Healthcare Center in the Waturu Health Center Work Area with $p \text{ value} = 0.014 < \alpha = 0.05$. It is known that more cadres have low motivation due to the lack of appreciation received by cadres, lack of good communication between fellow cadres, and dissatisfaction with the rewards received. Choirunnisa (2018) states that there is a relationship between motivation and activeness of its cadres and active cadres have high motivation to its advance.

Integrated Healthcare Center is a form of community-based health effort managed by and with the community, in order to empower and make it easier for the community to obtain health services for mothers and children under five. The social conditions of society during the Covid-19 pandemic had a significant impact on infant health services at Integrated Healthcare Center, including immunization services during the Covid-19 pandemic which were often neglected because all attention was focused on Covid-19 (Juwita, 2020). Therefore, Integrated Healthcare Center development, in this case the Community Health Center, must still encourage Integrated Healthcare Center to play an active role in health services for babies and children while still paying attention to public health protocols. Immunization, weighing babies, and monitoring the development of babies and toddlers are as important as preventing COVID-19. Because infant immunization and other health services, especially in the early stages, can help children grow and develop and strengthen their immune system. (Juwita, 2020).

One of the factors that influences performance achievement is the motivation factor. Many factors influence the condition of cadres and the community to be involved in all Integrated Healthcare Center's activities, one of which is cadre motivation (Djuhaeni, 2010). Motivation is the most dominant factor, whether it comes from within themselves or from outside/the environment. Motivation is divided into two, namely intrinsic and extrinsic motivation. Extrinsic motivation is anything that is obtained through one's own observations, or through suggestions or encouragement from other people. Encouragement from other people can come through the support of family, friends and co-workers.

Motivation is the effort made by each individual by using various methods optimally to realize or achieve the goals of their organization. It is hoped that the motivation contained within of Integrated Coaching for Non-Communicable Disease cadres can create encouragement to carry out activities optimally. There is a correspondence between the results of research conducted by previous research regarding factors related to the performance of its cadres for non-communicable diseases which states that there is a significant relationship between motivation and the performance of its cadres at $p=0.000$ with an OR value of 67.000 where $p > \alpha$ so that H_0 is rejected, meaning there is an influence (Kiting, Renate & Ilmi, Bahrul & Arifin, Syamsul., 2017).

According to Suci (2013), someone who is confident that they can do their job well has greater hope than someone who does not have confidence in their own abilities so they think

they are unable to carry out their duties and will experience failure. Based on the three Community Health Centers, respondents at the Sobo Community Health Center are still lacking in inviting the public to come to its PTM due to the lack of trust in the community towards its cadres to carry out some of their duties. This is different in the Kelir and Bajulmati Community Health Center areas, there are several cadres who feel confident that the efforts that will be carried out will have an impact on the arrival of the community at Posbindu PTM.

Research states that the maximum individual confidence can improve a person's performance. Most of the respondents had low confidence in getting transportation money, praise for success at work, the opportunity to be a representative in cadre competitions and awards, this was because the respondents had a sense of sincerity within themselves to carry out its activities without any reward. Sobo and Bajulmati Health Centers have low confidence among respondents, that most respondents are still unsure about the transport money and awards that will be given by the health center. The results of interviews with respondents showed that while carrying out its activities, cadres had not received the incentives given to them. Not only incentives, cadres have never participated in competitions regarding these activities to increase motivation within cadres. Based on this research, it agrees with research conducted by Husniyawati (2016) that there are rewards in the form of incentives for cadres if they have carried out all tasks and responsibilities during activities.

To increase the motivation of cadres to produce good performance, this can be done in several ways, including providing transport money to cadres, holding competitions between cadres related to its activities and giving awards in the form of certificates to cadres. This is in line with research conducted by Wirapusita (2013) which showed that there was a relationship between the provision of operational assistance, transport money and the provision of charters on cadre performance.

CONCLUSIONS

1. There is no relationship between work and the performance of Medan City Integrated Development Center for Non-Communicable Diseases (Posbindu PTM) Cadres in 2023.
2. There is a relationship between income and the performance of Medan City Integrated Development Center for Non-Communicable Diseases (Posbindu PTM) Cadres in 2023.
3. There is no relationship between knowledge and the performance of Medan City Integrated Development Center for Non-Communicable Diseases (Posbindu PTM) Cadres in 2023.
4. There is a relationship between cadre motivation and the performance of Medan City Integrated Development Center for Non-Communicable Diseases (Posbindu PTM) Cadres in 2023.

Suggestion

1. It is hoped that cadres will always be more active by increasing their responsibility in carrying out Posbindu activities so that the programs at Posbindu can be achieved.
2. For sub-district officials to provide attention to cadres in the form of incentives so that cadres can increase family income so that cadres are more active in carrying out their duties.
3. The Puskesmas is expected to increase the motivation and work ability of cadres in carrying out Posbindu activities in order to increase the activity of Posbindu cadres by providing training about Posbindu programs and activities to cadres on an ongoing basis.

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