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TENTANG

PEMBENTUKAN TIM PENGELOLA PROCEEDING INTERNASIONAL

"The 1st Hermina Health Institute International Webinar And Conference 2025 "Bridging Critical Care and Community Health Resilience"

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NOMOR 114/KEP-REK/IKH/XII/2025

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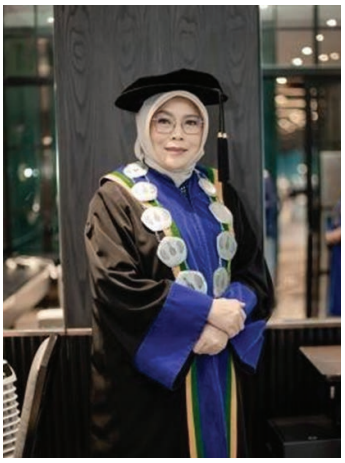
WELCOME SPEECH



Dr. Lisnadiyanti, SKM., M.Kep

Rector of Hermina Health Institute

Distinguished speakers, respected guests, colleagues, and participants,

Assalamu'alaikum warahmatullahi wabarakatuh,

It is my great honor and pleasure to welcome you to The 1st Hermina Health Institute International Webinar and Conference 2025, themed "Bridging Critical Care and Community Health Resilience." On behalf of the Hermina Health Institute, I would like to express my sincere appreciation to all speakers, participants, partners, and the organizing committee for their dedication and contribution to the success of this important event.

Today's global health landscape continues to evolve rapidly. The increasing complexity of health challenges ranging from critical care demands to the strengthening of community health systems requires strong collaboration, innovation, and shared knowledge. This conference provides an essential platform to bridge clinical

expertise with community-based approaches, fostering resilience and sustainability in healthcare systems.

We are honored to welcome distinguished speakers and participants from various countries, including Indonesia, Malaysia, Thailand, the United Arab Emirates, and Egypt. Your presence reflects our shared commitment to advancing healthcare quality, research, and education at both national and global levels. I would like to extend my sincere appreciation to the organizing committee, moderators, and all contributors who have worked tirelessly to make this conference possible. I hope this forum will inspire meaningful dialogue, innovation, and collaboration that will strengthen healthcare systems and improve patient outcomes worldwide.

Thank you for your participation and commitment.

Wassalamu'alaikum warahmatullahi wabarakatuh.

DAFTAR ISI

FACTORS RELATED TO THE PERFORMANCE OF POSYANDU CADRES IN NORTH KEBAYORAN LAMA VILLAGE, SOUTH JAKARTA CITY IN 2025

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Abstract. Posyandu cadres are the frontline in providing basic public health services and play an important role in improving health status through promotive and preventive activities. The purpose of this study is to determine the factors related to the performance of Posyandu cadres in Kebayoran Lama Utara Village, South Jakarta City, in 2025. This study uses a quantitative approach with a cross-sectional design. The population in this study was Posyandu cadres in Kebayoran Lama Utara Village, with a sample size of 147 cadres with a sampling technique using total sampling. The results showed that 53.1% of cadres had poor performance, and there was a significant relationship between motivation (p-value = 0.008) and Posyandu cadre performance. Meanwhile, age (p-value = 0.561), education (p-value = 0.918), knowledge (p-value = 0.069), training (p-value= 0.137), reward (p-value = 0.352), and attitude (p-value = 0.914) do not have a significant relationship. In this study, cadre performance was influenced by motivation. Non-material rewards such as thanks, public appreciation, opportunities for development, or the opportunity

to share experiences can provide positive encouragement to improve cadre performance.

Keywords: Cadre, Posyandu, Performance

A. INTRODUCTION

Posyandu is a Community-Based Health Effort (UKBM) that is managed and organized from, by, for, and with the community in organizing health development to empower the community and make it easier for the community to obtain basic health services, as well as accelerate the reduction in mortality rates, especially for mothers and babies [1]. Based on the profile data of the DKI Jakarta Health Office in 2023, there were 4,475 integrated health posts (Posyandu), and 4,472, or around 99.93%, were active. In 2022 and 2021, there were 4,468

Posyandu, while in 2020, there were 4,470 Posyandu. The number of Posyandu increased from 2020 to 2023. South Jakarta has the highest number of Posyandu, totaling 1,259, with approximately 99.84% of them being active [2]. According to the 2023 health report from the Kebayoran Lama Community Health Center in South Jakarta, 84.1% of families in the North Kebayoran Lama area brought their toddlers in for weighing, while the goal was 100% as set by Minister of Health Regulation No. 4 of 2019. This shows that some toddlers still haven't received the required services. Additionally, out of the This figure indicates that there are still toddlers who have not been served according to standards. Furthermore, the weighing of 1,531 toddlers revealed 0.3% underweight and 0.1% severe malnutrition. This condition illustrates that the implementation of Posyandu activities in the area still needs to be improved [3]. Posyandu play a strategic role in providing health services, such as weighing infants and toddlers, monitoring nutritional status, providing immunizations and supplementary feeding (PMT), providing family planning services, monitoring maternal and child health, and providing health education

to the community. The development and improvement of Posyandu services are inseparable from the role of the community, including Posyandu cadres [4]. The success of Posyandu is highly dependent on Posyandu cadres who are at the forefront of implementing basic health services at the community level [5]. Posyandu cadres are community members who are voluntarily willing and able and have the time to carry out Posyandu activities. Posyandu cadres play an important role in supporting the success of Posyandu activities, starting from preparation, implementation, and after implementation of Posyandu activities [6].

The implementation and success of Posyandu are greatly influenced by the performance of Posyandu cadres. Good performance from cadres will ensure that Posyandu programs run according to plan and provide maximum benefits to the community. Conversely, if the performance of cadres is suboptimal, various Posyandu activities can be hampered, hindering the main goal of optimally improving public health [7]. The performance assessment of Posyandu cadres refers to their duties and functions as stipulated in the Posyandu management guide, which consists of before the Posyandu opening day, the Posyandu opening day, and after the Posyandu opening day [1].

Performance is defined as the results obtained, achievements displayed, or abilities in working. Performance or achievement (performance) is an expression of ability based on knowledge, attitudes, skills, and motivation in creating something [8]. Performance refers to the results achieved by an individual or group in an organization, in accordance with the responsibilities carried out. Therefore, performance is a condition that needs to be understood and communicated to certain parties to evaluate the extent to which an agency's achievements are related to the vision carried out by the organization [9]. According to Mangkunegara in Raniwati et al. (2022), performance is the result of work, both in quantity and quality, achieved by human resources. Individual performance results

depend on a person's behavior in carrying out the work. Performance assessment is not the end goal but rather a tool to produce more efficient management and increase performance [10]

Factors that influence performance include individual factors, psychological factors, and organizational factors. Individual factors include abilities and skills, background, and demographics. Abilities and skills include mental and physical characteristics. Background includes family and experience. Demographic characteristics include age, ethnicity, and gender. Psychological factors include five sub-factors: perception, attitude, personality, learning, and motivation. Organizational factors include five sub-factors: resources, leadership, rewards, structure, and job design [11].

Previous research has shown that several factors are related to the performance of Posyandu cadres. Raviola's (2023) research suggests that education and knowledge have a significant relationship with cadre performance [12]. Musmiler's (2020) research shows that age has a significant relationship with cadre performance [13]. Rusmalayana's (2021) research states that rewards are related to cadre performance [14]. Dalam penelitian Raniwati et al.'s (2022) research states that attitude and motivation have a significant relationship with cadre performance [10]. According to another study conducted by Wilda et al. (2024), training has a significant relationship with the performance of Posyandu cadres [15].

A preliminary study in Kebayoran Lama Utara Village found that some Posyandu cadres had never attended training, most cadres had never received compensation, and the cadres' motivation in carrying out Posyandu activities was suboptimal, as seen from the differences in cadre activity levels. In addition, the level of knowledge of cadres regarding the implementation of Posyandu activities also varied. Some cadres were known to not fully understand the sequence of stages of the Posyandu service desk, even though this is the basis for implementing Posyandu activities. Therefore, researchers were interested in conducting research to determine the factors related to

the performance of Posyandu cadres in the Kebayoran Lama Utara Village, South Jakarta City, in 2025.

B. METHODS

This study used a quantitative approach with a cross-sectional design, aiming to determine the relationship between independent and dependent variables at a single measurement point. The study was conducted in the North Kebayoran Lama Village, South Jakarta, from February to September 2025. The population consisted of 147 Posyandu cadres working in the Kebayoran Lama Utara sub-district, Kebayoran Lama district, South Jakarta. These cadres came from the Posyandu Nusa Indah, Dahlia, Kenanga, Anggrek, Sedap Malam 1, Sedap Malam 2, Melati 1, Melati 2, Mawar 1, Mawar 2, Mawar 3, Matahari 1, Matahari 2, Matahari 3, Matahari 4, Matahari 5, Matahari 6, Teratai 1, Teratai 2, Kana 1, Kana 2, Kana 3, Kana 4, Kana 5, and Kana 6. Although these cadres work at the sub-district level, all Posyandu activities are under the guidance and supervision of the Kebayoran Lama Utara Community Health Center, which covers the Kebayoran Lama Utara sub-district. The sampling technique used was total sampling, as the entire population was selected as respondents.

The dependent variable in this study was the performance of Posyandu cadres, while the independent variables included age, education, knowledge, training, rewards, motivation, and attitudes. The research instrument was a questionnaire. Data were collected by administering the questionnaire directly to Posyandu cadres during Posyandu activities, after respondents were provided with an explanation and agreed to participate through informed consent.

This study used primary data obtained directly from respondents, namely Posyandu cadres in North Kebayoran Lama Village. This primary data includes information on the variables studied: age, education, knowledge, training, rewards, motivation, attitudes, and performance of Posyandu cadres. The data collection method in this

study was through questionnaire distribution. Questionnaires are a data collection technique that involves providing respondents with a series of questions in the form of written forms. Each respondent is asked to complete the questionnaire independently, with an estimated completion time of approximately 15-20 minutes. Questionnaires offer the advantage of allowing for rapid data collection while simultaneously saving energy, time, and costs.

The instrument or data collection tool in this study was a questionnaire, which is a series of written questions used to obtain information from respondents. Data collection was carried out after the Posyandu activities by distributing questionnaires to cadres containing questions related to factors related to the performance of Posyandu cadres. The questionnaire consisted of questions regarding the characteristics of respondents, namely name, age, telephone number, education, address, and Posyandu; and questions regarding variables of knowledge, training, rewards, motivation, attitudes, and performance of Posyandu cadres. The questionnaire instrument for the performance of Posyandu cadres was developed based on the General Guidelines for Posyandu Management, focusing on cadre activities directly related to its implementation. The indicators used included cadre activities before Posyandu, during Posyandu opening days, and after Posyandu opening days [1]. The selection of performance indicators was carried out by considering the most relevant and routine cadre activities carried out in Posyandu activities, such as weighing toddlers, recording weighing results, health education, activity reporting, and home visits.

Validity is the degree of accuracy of an instrument in carrying out its function of measuring what it is supposed to measure according to the research objectives. An instrument is considered valid if it is able to produce accurate and appropriate results after repeated testing on the target population. Furthermore, validity also indicates the suitability of the measuring instrument for the research problem's formulation or question. Meanwhile, reliability relates to the consistency of results

obtained from an instrument when used to measure the same subject, even if done at different times [16]. In this study, validity and reliability testing was conducted involving 30 respondents who were not part of the main sample. The test results indicated that all questions were valid.

The collected data were analyzed univariately to describe the frequency of each variable and using bivariate analysis with the Chi-Square test to determine the relationship between independent variables and the performance of Posyandu cadres with a significance level (α) = 0.05; the relationship between variables is declared significant if the p-value < 0.05 [17].

C. RESULTS AND DISCUSSION

Univariate Analysis Results

This study was conducted on 147 active Posyandu cadres in the North Kebayoran Lama Village of South Jakarta. Univariate analysis was conducted to describe the distribution of each variable. The variables analyzed included the dependent variable, namely Posyandu cadre performance, and independent variables consisting of age, education, knowledge, training, rewards, motivation, and attitude.

1. Performance Overview of Posyandu Cadres

Table 1. Distribution of Respondents Based on the Performance of Posyandu Cadres in North Kebayoran Lama Village in 2025

No.	Statement	Respondent's Answer							
		Always		Often		Rarely		Never	
		N	%	N	%	N	%	N	%
1	I invite and encourage the community to attend Posyandu opening days through meetings, social media, or other media.	84	57,1	36	24,5	27	18,4	0	0
2	I prepare facilities and locations for Posyandu implementation and assign tasks among cadres.	87	59,2	38	25,9	22	15	0	0
3	I coordinate with Community Health Center (Pustu) health workers and other staff.	62	42,2	40	27,2	32	21,8	13	8,8
4	I explain the benefits of Posyandu and the services available to the community through electronic media and mosque/place of worship loudspeakers.	49	33,3	41	27,9	41	27,9	16	10,9

5	I prepare tools for recording and reporting service results.	73	49,7	52	35,4	19	12,9	3	2
6	I carry out registration, weighing, measuring, recording, counseling, and health services with health workers	79	53,7	42	28,6	26	17,7	0	0
7	I provide recovery PMT and counseling for toddlers	67	45,6	39	26,5	35	23,8	6	4,1
8	I plot the results of weighing, measuring, calculating BMI, and nutritional status.	48	32,7	42	28,6	35	23,8	22	15
9	I provide health counseling and education to the community.	40	27,2	38	25,9	42	28,6	27	18,4
10	I record the results of promotive, preventive, and community empowerment services.	42	28,6	39	26,5	41	27,9	25	17
11	I hold discussion meetings or communication forums with the community to discuss Posyandu implementation and activities	32	21,8	36	24,5	60	40,8	19	12,9
12	I conduct home visits and report any health problems to health workers in the community.	42	28,6	45	30,6	52	35,4	8	5,4
13	I create bar charts (SKDN).	21	14,3	12	8,2	58	39,5	56	38,1
14	I submit reports/information on Posyandu activity results to the Posyandu working group.	64	43,5	30	20,4	31	21,1	22	15

Table 1 indicates that among the respondents regarding the performance of Posyandu cadres, question number 2, "I prepare facilities, the place for implementing Posyandu, and carry out the division of tasks among cadres," received the highest number of "always" responses, totaling 87 respondents (59.2%). Meanwhile, the question with the most answers to "never" is question number 13, "I make a bar chart (block) SKDN," with a total of 56 respondents (38.1%).

2. Description of Individual Factors

a. Age

Table 2. Distribution of Respondents by Age of Posyandu Cadres in North Kebayoran Lama Village, 2025

Age	N	%
Adult	117	79,6
Elderly	30	20,4
Total	147	100

From Table 2, it is known that respondents in the Kebayoran Lama Utara Subdistrict, South Jakarta City,

in 2025 were mostly in the adult age group, namely 117 respondents (79.6%), while respondents in the elderly age group numbered 30 respondents (20.4%).

b. Education

Table 3. Distribution of Respondents Based on Education of Posyandu Cadres in North Kebayoran Lama Village in 2025

Education	N	%
Elementary School	5	3,4
Junior High School	20	13,6
Senior High School	112	76,2
Diploma	5	3,4
Bachelor/Post Graduate	5	3,4
Total	147	100

Table 3 shows that the majority of respondents had completed high school, with 112 respondents (76.2%). Meanwhile, the lowest number of respondents with completed elementary school, a diploma (D1/D2/D3), or higher education (S1/S2/S3) was 5 respondents each (3.4%).

c. Knowledge

Table 4. Distribution of Respondents Based on Knowledge of Posyandu Cadres in North Kebayoran Lama Village in 2025
Respondent's Answer No Questions True False

No	Questions	Respondent's Answer			
		True		False	
		N	%	N	%
1.	What does Posyandu stand for?	103	70,1	44	29,9
2.	Who are the target groups for Posyandu services?	68	46,3	79	53,7
3.	Disseminating information about Posyandu opening days through local community meetings is the responsibility of?	132	89,8	15	10,2
4.	What are the steps involved in implementing Posyandu activities?	88	59,9	59	40,1
5.	What activities are carried out at desk 4?	78	53,1	69	46,9

6.	Where is the recording or filling out of the KMS (Healthy Menu Card) located?	92	62,6	55	37,4
7.	Health education activities are carried out at which desk?	78	53,1	69	46,9
8.	Creating a bar chart (block diagram) of SKDN is the responsibility of?	65	44,2	82	55,8
9.	During Posyandu implementation, who can cadres coordinate with?	98	66,7	49	33,3
10.	What are the duties of cadres after Posyandu opening days	49	33,3	98	66,7

Based on Table 4, it is known that the question "Is it the duty of the respondents to disseminate the Posyandu opening day through local community meetings?" is the question most frequently answered correctly by respondents (89.8%), while the question "What are the duties of cadres after the Posyandu opening day?" is the question most frequently answered incorrectly by respondents (66.7%).

3. Organizational Overview
   a. Training

Table 5. Distribution of Respondents Based on Posyandu Cadre Training in North Kebayoran Lama Village, 2025

No	Questions	Respondent's Answer			
		Ever		Never	
		N	%	N	%
1.	Have you ever participated in infant and toddler weighing training?	112	76,2	35	23,8
2.	Have you participated in health education training at a community health post (Posyandu)?	115	78,2	32	21,8
3.	Have you participated in maternal and child health (MCH) training?	101	68,7	46	31,3
4.	Have you participated in maternal, infant, and toddler nutrition training?	91	61,9	56	38,1
5.	Have you participated in training on KMS and SKDN chart creation?	78	53,1	69	46,9

Table 5 shows that the majority of Posyandu cadres in North Kebayoran Lama Village have participated in various types of training, particularly health education training (78.2%). However, there are still quite a number of cadres who have not participated in specific training, particularly training on KMS and SKDN chart creation (46.9%).

b. Rewards

Table 6. Distribution of Respondents Based on Rewards for Posyandu Cadres In North Kebayoran Lama Village, 2025

Rewards	N	%
Never	90	61,2
Ever	57	38,8
Total	147	100

Based on Table 6, it is known that the majority of Posyandu cadres in North Kebayoran Lama Village, namely 90 respondents (61.2%), have never received compensation. Meanwhile, only a small number of cadres have received compensation, namely 57 respondents (38.8%).

Table 7. Distribution of Respondents Based on the Type of Rewards Received by Posyandu Cadres in North Kebayoran Lama Village, 2025

Form of Reward	N	%
Money (incentives or transportation allowance)	49	33,3
Awards (certificates, certificates)	8	5,4
Goods (basic necessities, uniforms, food)	0	0
Other	0	0
Total	57	38,8

Table 7 shows that only 57 respondents (38.8%) had ever received any form of compensation. Of these, the majority (33.3%) received monetary compensation (incentives or transportation allowances), while only 8 respondents (5.4%) received awards (charters, certificates).

4. A description of Psychological Factors

a. Motivation

Table 8. Distribution of Respondents Based on Motivation of Posyandu Cadres in North Kebayoran Lama Village, 2025

No	Questions	Respondent's Answer			
		Yes		No	
		N	%	N	%
1.	Are you motivated to become a cadre because you enjoy being involved in Posyandu activities?	147	100%	0	0
2.	Are you motivated to become a cadre because you have a good relationship with the cadres at the Posyandu?	108	73,5	39	26,5
3.	Do you want to become a cadre because the duties of a cadre are not difficult?	102	69,4	45	30,6
4.	Are you motivated to become a cadre because your community trusts you to be a cadre?	128	87,1	19	12,9
5.	Do you want to become a cadre because you have participated in training or counseling conducted by the Posyandu?	95	64,6	52	35,4
6.	Are you motivated to become a cadre because the training provided is quite diverse?	96	65,3	51	34,7
7.	Do you want to become a cadre because you have experienced the benefits of training or counseling conducted by the Posyandu?	107	72,8	40	27,2
8.	Are you motivated to become a cadre because the Posyandu frequently holds training sessions?	93	63,3	54	36,7

9.	Do you want to become a cadre because the other cadres are friendly to you?	114	77,6	33	22,4
10.	Do you want to become a cadre because the work environment is very comfortable?	147	100	0	0

Table 8 shows that the majority of respondents (100%) answered yes to the questions "motivated to become a cadre because they enjoy being involved in Posyandu activities" and "want to become a cadre because the work environment is very comfortable." Meanwhile, the majority of respondents (36.7%) answered no to the question "motivated to become a cadre because the Posyandu frequently holds training sessions."

b. Attitudes

Table 9. Distribution of Respondents Based on the Attitudes of Posyandu Cadres in North Kebayoran Lama Village, 2025

No	Statement	Respondent's Answer							
		strongly agree		agree		disagree		strongly disagree	
		N	%	N	%	N	%	N	%
1.	I feel happy being a Posyandu cadre.	62	42,2	85	57,8	0	0	0	0
2.	I understand my role in the Posyandu.	34	23,1	113	76,9	0	0	0	0
3.	I am not burdened by being a Posyandu cadre.	49	33,3	76	51,7	22	15	0	0
4.	I am willing to carry out the tasks assigned to me.	49	33,3	98	66,7	0	0	0	0
5.	I will visit the posyandu according to my wishes.	4	2,7	35	23,8	50	34	58	39,5

6.	I care about the health of my community.	49	33,3	98	66,7	0	0	0	0
7.	I am able to provide solutions when consulted	37	25,2	81	55,1	29	19,7	0	0
8.	I am willing to share information about Posyandu activities	67	45,6	80	54,4	0	0	0	0

Based on table 9, it is known that the statement that most respondents strongly agree with is " I am willing to share information about Posyandu activities," as many as 67 respondents (45.%) answered; the statement that most respondents agree with is " I understand my role in the Posyandu," as many as 113 respondents (76.9%) answered; and the question that most respondents disagree with is " I am able to provide solutions when consulted," as many as 29 respondents (17.7%) answered. In addition, the statement that most respondents strongly disagree with is "I will visit the posyandu according to my wishes," as 58 respondents (39.8%) answered.

Table 10. Summary of Univariate Analysis of Factors Associated with Posyandu Cadre Performance in North Kebayoran Lama Village, South Jakarta City in 2025

Univariate Variables		Sum	
		N	%
Cadre Performance	Less Good	78	53,1
	Good	69	46,9
Age	Adults	117	79,6
	Elderly	30	20,4
Education	High	25	17
	Low	122	83
Knowledge	Less	66	44,9
	Good	81	55,1
Training	Less	66	44,9
	Good	81	55,1

Rewards	Never got	90	61,2
	Ever got	57	38,8
Motivation	High	65	44,2
	Low	82	55,8
Attitudes	Negative	55	37,4
	Positive	92	62,6

From the recapitulation above, it is concluded that the majority of Posyandu cadres have poor performance (53.1%), the majority are in the adult age group (79.6%), are highly educated (83%), have good knowledge (55.1%), have good training (55.1%), have never received rewards (61.2%), have high motivation (55.8%), and have a positive attitude (62.6%) (Table 10).

5. Bivariate Analysis Results

Bivariate analysis was used to see the relationship between the dependent variable, namely the performance of Posyandu cadres, and independent variables including age, education, knowledge, training, rewards, motivation, and attitude.

Table 11. Bivariate Analysis Results of Factors Associated with the Performance of Posyandu Cadres in North Kebayoran Lama Village, South Jakarta City, 2025

Independent Variables	Cadre Performance				Total		PR 95% CI	Pvalue
	Less good		Good					
	N	%	N	%	n	%		
Age								
Adults	64	54,7	53	45,3	117	100	1,172 (0,773-1,778)	0,561
Elderly	14	46,7	16	53,3	30	100		
Education								
High	14	56	11	44	25	100	1,068 (0,725-1,571)	0,918
Low	64	52,5	58	47,5	122	100		
Knowledge								
Less	41	62,1	25	37,9	66	100	1,360 (1,004-1,841)	0,069
Good	37	45,7	44	54,3	81	100		
Training								
Less	40	60,6	26	39,4	66	100	1,292 (0,955-1,748)	0,137
Good	38	46,9	43	53,1	81	100		
Reward								
Never got	51	56,7	39	43,3	90	100	1,196 (0,862-1,661)	0,352
Ever gor	27	47,4	30	52,6	57	100		

Motivation								
Low	43	66,2	22	33,8	65	100	1,550 (1,142-2,103)	0,008*
High	35	42,7	47	57,3	82	100		
Attitudes								
Negative	30	54,5	25	45,5	55	100	1,045 (0,766-1,426)	0,914
Positive	48	52,2	44	47,8	92	100		

The results of the bivariate analysis showed that the variable that had a relationship with cadre performance was motivation (0.008) with a Prevalence Ratio (PR) showing a value of 1.550 (1.142-2.103). This means that respondents with low motivation are 1.550 times more likely to have poor performance. Meanwhile, the variables of age, education, knowledge, training, rewards, and attitude did not have a significant relationship with cadre performance (Table 11).

Discussion

The lack of relationship between age and performance may be due to the homogeneity of cadre characteristics, where the majority of respondents are in the adult age category. Cadres with an adult age generally have strong physiques and have new ideas or creativity but are usually less experienced and less consistent in carrying out their duties. Conversely, older cadres may have weaker physical limitations, but they are more experienced, have a deeper understanding of cadre duties, and tend to be more responsible [18]. This result is in line with the research of Andhini et al. (2024), which stated that there was no significant relationship between age and cadre performance [19]. However, this is different from the findings of Zuliyanti & Hidayati (2021), who found a significant relationship between age and the performance of Posyandu cadres in Purworejo Regency [20]. Job performance is a multifactorial outcome that cannot be predicted solely by age, as negative health stereotypes associated with older workers are often unfounded but are strongly influenced by other variables such as training, job satisfaction, organizational support, and health [21], [22], where the balance between job demands and organizational support plays an important role, and the relationship

between age and performance can be moderated or positively balanced through high organizational commitment [23].

The absence of a relationship between education and cadre performance in this study is likely due to the homogeneity of the respondents' education, most of whom have a high school education. In addition, the performance variable focuses more on the implementation of cadre duties and responsibilities during Posyandu activities. Thus, cadre performance is not solely influenced by the level of formal education but is also determined by the activeness, responsibility, and willingness of Posyandu cadres in carrying out assigned tasks. This finding is in line with the research of Marini et al. (2023), which revealed that there is no significant relationship between education and the performance of Posyandu cadres in the Wanasari Community Health Center Working Area, Bekasi Regency [24]. However, it differs from the research of Winandar et al. (2022), which revealed a significant relationship between education and the performance of Posyandu cadres in the Jeumpa Community Health Center Working Area, Bireuen Regency [25]. Human capital theory posits that education enhances an individual's skills and productivity, which should theoretically improve job performance. However, the lack of a significant relationship between education and cadre performance suggests that other factors might be more influential in determining cadre performance. This could include on-the-job training, experience, or inherent personal attributes that are not captured by educational attainment alone [26], [27]

Knowledge has no significant relationship with cadre performance (p-value 0.069). The results of this study are in line with the research of Andhini et al. (2024), which revealed that there was no significant relationship between knowledge and the performance of Posyandu cadres in Ubung Kaja Village, North Denpasar Health Center II Working Area [19]. However, it is different from the research of Lazuli et al. (2024), which found that there was a significant relationship between knowledge and the performance of

Posyandu cadres in Limbung Village. Good knowledge has not been followed by real application in carrying out tasks [28]. In addition, even though a cadre has good knowledge, if they are less active, less responsible, or inconsistent in carrying out Posyandu activities, their performance will be poor. The Knowledge-Based View (KBV) perspective views knowledge as a critical organizational asset with the potential to improve performance and competitive advantage [29], [30]. However, in practice, knowledge does not necessarily impact performance if it is not shared, applied, and supported by effective learning processes [29], [30], [31]. In other words, it is not simply how much knowledge an organization possesses, but how it is used and shared that determines performance outcomes.

The lack of relationship between training and cadre performance may be due to some cadres having already attended various types of similar basic training. The fact that Posyandu cadres still lack training is likely due to not all cadres participating in training activities. When training is carried out, only a few representatives are included so that the opportunity to receive training is not evenly distributed to all cadres. In addition, the training provided is not necessarily implemented consistently in Posyandu activities. This finding is consistent with research by Ramayani et al. (2023), which states that there is no significant relationship between training and the performance of Posyandu cadres in the Tanjung Agung Health Center work area [32]. This is in contrast to research by Rusmalayana et al. (2023), which shows that there is a significant relationship between training and the performance of Posyandu cadres in Paser Regency [14]. The relationship between training and performance is complex and influenced by the measurement indicators used. The impact of training is often indirect, but rather mediated by factors such as job satisfaction, making the direct relationship with performance less visible [33]. Furthermore, organizational contextual factors, such as strategy and capital intensity, can moderate the strength of the relationship [34].

The reward variable was found to have no significant relationship with cadre performance (p-value 0.352). This result is consistent with the research of Aome et al. (2022), which reported that there was no significant relationship between rewards and the performance of Posyandu cadres in the Baumata Health Center Work Area [35]. However, the results of this study differ from Andhini et al. (2024), which revealed a significant relationship between rewards and the performance of Posyandu cadres in Ubung Kaja Village, North Denpasar [19]. Most cadres never receive regular rewards. However, the profession of Posyandu cadre is actually a voluntary job. Many cadres have a high level of sincerity and dedication, so they remain committed to carrying out their duties even though they do not receive proper rewards. Vroom's Expectancy Theory and McClelland's Needs Theory explain that individual motivation is strongly influenced by the perceived relationship between effort, rewards, and the fulfillment of personal needs. If employees perceive rewards as having no value or not aligned with their personal goals, they tend to be ineffective in driving performance improvement [36].

There is a significant relationship between motivation and cadre performance (p-value 0.008). The results of this study are in line with the research of Nelizar et al. (2024), which showed that there is a significant relationship between motivation and the performance of Posyandu cadres in the work area of the Simpang Kiri Subulussalam Health Center UPTD [37]. However, this is different from the research of Amini et al. (2023), which reported that there was no significant relationship between motivation and the performance of Posyandu cadres [38]. Posyandu cadres who have high work motivation tend to show better performance in implementing Posyandu activities. Conversely, when work motivation is low, the performance of cadres in Posyandu activities also tends to decline. This indicates a close relationship between motivation and cadre performance when carrying out Posyandu duties. Adequate motivational support will contribute to increasing cadre responsibility in carrying out

their assigned roles and tasks [39]. Vroom's Expectancy Theory explains that an individual's motivation level is determined by their expectations regarding the outcomes of their performance. A person will be motivated to perform better when they believe their efforts will result in good performance and will be followed by valuable rewards. Therefore, this theory emphasizes the importance of a match between performance and reward systems in efforts to increase motivation and work productivity [36].

The attitude variable shows no significant relationship with cadre performance (p-value 0.914). This finding is in line with research by Agustianty et al. (2023), which revealed no significant relationship between attitude and the performance of Posyandu cadres in Sumur Batu Village, Central Jakarta [40]. However, this is different from research by Raniwati et al. (2022), which stated that there was a significant relationship between attitude and the performance of Posyandu cadres in the Anak Air Health Center area of Padang City [10]. Each individual has a different attitude towards something, including the attitude of cadres in implementing Posyandu activities. A cadre's understanding of their role and duties can encourage the formation of a positive attitude, but this is not always directly proportional to behavior in carrying out duties. A cadre with a positive attitude does not necessarily carry out all responsibilities given consistently. Conversely, cadres with a negative attitude can still show good performance if supported by other factors, such as experience attending training or an awareness of responsibility as a Posyandu cadre [41]. The theory of reasoned cction and planned behavior explain that attitudes influence behavior through the formation of intentions. However, if intentions or other intermediary factors are not optimally formed, the direct relationship between attitudes and performance tends to be weakened [42]. This situation may explain the insignificant influence of attitude variables on cadre performance.

D. CONCLUSIONS

The results of the study indicate that although the majority of Posyandu cadres in Kebayoran Lama Utara Village are adult women, highly educated, knowledgeable, and have received training, more than half of the cadres have not achieved optimal performance. This finding suggests that technical skills and educational background alone are not sufficient to support cadre performance. The most influential factor is motivation, which has been shown to have a significant relationship with cadre performance. Non-material rewards such as gratitude, public appreciation, opportunities for development, or the opportunity to share experiences can provide significant positive reinforcement. Although rewards were not shown to be influential in this study, this does not mean that cadres do not need support. They may be more likely to need recognition for the important role they play. The finding that training was ineffective also reminds us that training is not simply about delivering material. It should be a learning experience that strengthens cadres' enthusiasm, self-confidence, and sense of ownership in their work. Therefore, improving the quality of training and adopting a more supportive approach is necessary. Future research could delve deeper into the emotional, social, and work environment factors that contribute to cadre motivation. By understanding the needs in depth, it is hoped that Posyandu activities can run more effectively and have a better impact on the community.

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