

# The Relationship Cadre Performance with Public Movement Health Program Activities (Germas)

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**Abstract:-** The high number of Non-Communicable Diseases is currently a very important concern in the public health sector, because it has a predicate as the cause of high morbidity and mortality rates. In order to achieve a reduction in morbidity and mortality in the community, as well as to increase the degree of public health services through the Community Health Centers form health cadres in each village. The duties of health cadres are adjusted to government programs related to health, namely the Community Movement (Germas). The purpose of this study was to determine the relationship between cadre performance and germas health program activities in PrunggahanWetan Village, Semanding District, Tuban Regency.

Correlation analytic method with cross sectional approach. A sample of 31 respondents was selected using simple random sampling. The instrument uses a questionnaire. The research analysis used the Spearman rho test.

The results of the study were that most of them had moderate cadre performance as many as 17 (54.8%) respondents, and almost half of the activities of the medium germas health program were 13 (42.0%) respondents. Then H1 is accepted which means that there is a relationship between the performance of cadres and the Germas health program activities based on the Spearman rho test analysis, the value of  $p (0.000) \leq \alpha (0.05)$  is obtained. This research is suggested to be a reference for cadres' performance in improving Germas health program activities.

**Keywords:-** Cadre Performance, Germas Program.

## I. INTRODUCTION

The high number of Non-Communicable Diseases is currently a very important concern in the public health sector, because it has a predicate as a cause of high morbidity and mortality. In order to realize a decrease in morbidity and mortality in the community, and improve community health status (Kiting, Ilmi and Arifin, 2017). Health services through Community Health Centers form health cadres in each village. The tasks of the health cadres are adjusted to government programs related to health namely Germas efforts undertaken by health cadres in achieving the goals of the healthy living community movement (Germas) namely cadres tasked with assisting health workers in promotive efforts aimed at the community

so as to be able to increase awareness, willingness, and the ability to behave in a healthy manner improve quality of life. Promotive efforts undertaken by health cadres include giving outreach or knowledge to the community related to the Germas program, including carrying out physical activities, consuming vegetables and fruit, checking health regularly, not smoking, cleaning the environment, using healthy latrines not consuming alcohol (Aini, Tamnge and Munir, 2016).

In reality there are cadres in the field who do not know or do not understand about the health program, besides when cadres get into trouble cadres tend to delay work, and the lack of socialization between cadres and the community can hamper cadre performance. The village midwife said that each cadre had been provided with provisions in the Germas health program, and among them cadres performed their duties to continue to the community. But there are also cadres who struggle to carry out their duties when they are given orders or mandates. appear less enthusiastic about the state of the health program Germas so that performance often creates a negative impression on the community (Kiting, Ilmi and Arifin, 2017).

Based on the Global Status Report on Non-communicable Disease (WHO, 2011), as many as 63% of deaths in the world are caused by non-communicable diseases, such as cardiovascular disease, diabetes, cancer, and respiratory diseases, and 80% occur in middle to lower-middle income countries. Based on national prevalence, Non-Communicable Diseases rank highest with asthma 57.5%, this is based on interviews in Indonesia, chronic obstructive pulmonary disease (COPD) 3.7%, cancer 1.4%, diabetes mellitus 1.8%, hypertension 8.4% heart 1.5%, and chronic kidney failure 19.3% (Ditjen Kesmas Kemenkes RI, 2017). The percentage of households that use integrated service post or village health cottage in East Java province ranks number 5 from the bottom for the national level with 30.0% of households using integrated service post or village health cottage (Ditjen Kesmas Kemenkes RI, 2017).

Based on the prevalence of the District Health Office of Tuban 5, Non-Communicable Diseases recorded at 15 prevalence in 2016 were rheumatism 16.98%, gastritis 12.89%, hypertension 8.33%, diabetes mellitus 4.68% and asthma 3.13%. At the time of initial data collection at the Tuban Health Service, researchers received information from one health official who said there was no highest Non-Communicable Diseases data at each health center, the health department only presented data globally about Non-

Communicable Diseases (Dinas Kesehatan, 2016). Based on a preliminary study conducted through taking preliminary data surveys in the area of PrunggahanWetan Village, Semanding District, Tubancity by interviewing Village Midwives, Non-Communicable Diseases disease in PrunggahanWetan village in the last 6 months, hypertension 50%, kidney 1%, diabetes 34%, asthma 14%, and there are 34 cadres in the area but only some of the cadres are active and understand the work program for Germas. In addition, it was proven from 10 cadres conducted by direct interview when there was counseling,8 cadres said they did not know or did not understand about the health program, besides when cadres got into trouble cadres tended to delay work, and lack of socialization between cadres and community so that it can hamper cadre performance. 2 of them said that they already knew about the health program, were active in their work, socialized with the community and had done to encourage the community to live healthily.

Non-Communicable Diseases can increase the productivity of human resources, even the quality of the nation's generation is caused by unhealthy lifestyles such as people not doing physical activities such as sports, smoking, not consuming vegetables and fruit, dirty environment, unhealthy latrines, consuming alcohol. This also has an impact on the amount of government burden because Non-Communicable Diseases management requires large costs. In the end, health will greatly affect itself(Nyata, 2018).

The quality of health services is now very often discussed, both from the health service provider itself, and from the public as users of health services. Communities as service users not only pay but demand good and quality services from the beginning to the end (Tedi, Fadly and R, 2018), the performance of cadres with the Germas health program provides services professionally according to their main duties and functions. The community will be more active in carrying out the movement of healthy living (Jayusman and Widiyarta, 2018).

Public policy is a decision aimed at overcoming a particular problem, or to achieve certain goals carried out by an authorized government agency in the context of carrying out the tasks of state government and nation development. Community Health Centers have the responsibility of fostering cadre performance in their working areas so that the presence of officers in the Germasprogram is very necessary in the form of the role of providing technical guidance to cadres (Kartiningrum *et al.*, 2017)

Providing health material related to Non-Communicable Diseases risk factors so that people are very enthusiastic about physical activities, consuming vegetables and fruits, not smoking, not consuming alcohol, checking their health regularly, cleaning the environment, and using healthylatrines. In the initial stages, Germas nationally began by focusing on three activities, namely: doing 30 minutes of physical activity per day, eating fruits and vegetables; and checking health regularly. Take and analyze the results of Germasactivities.Coordinating with other relevant stakeholders, performance or performance is a

depiction of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision and mission of the organization (Kartiningrum *et al.*, 2017)

Based on the above background the researcher is interested in conducting a study entitled "The Relationship Between Cadre Performance and GermasHealthProgram Activities (InPrunggahanWetan Village,SemandingDistrict, TubanRegency)".

## II. DISCUSSION

### 1. Identification of Cadre Performance in Germas Program in DesaWetanPrunggahan Village Semanding District TubanCity.

No	Cadre performance	f	Percentage (%)
1.	Good	10	32,3%
2.	Are	17	54,8%
3.	Bad	4	12,9%
	Total	31	100%

Source: Primary Data of Researchers, Year 2019.

Based on the results Desa of the research results presented in a table of 4 research results in PrunggahanWetan Village Sub-District Semanding in July 2019 obtained results from 31 respondents mostly 17 (54.8%) respondents with moderate cadre performance, while almost half 10 (32.3 %) respondents with good cadre performance, while a small percentage of 4 (12.9%) poorly performing respondents in Performance is a real behavior that everyone in exhibits as a work achievement produced by employees employees in accordance with their role in the company (Gibson, James L., Ivancevich, John M., and Donelly JR, James H., 1997 in Nursalam, 2016.

Gibson, (1997) also stated that one of the factors that affects an individual's experience, performance education is background (family, social level, experience), demographics (age, ethnicity, gender), ability and skills (mental, physical type), education and a work skills / work experience experience.

From the best according to the data collected, from the results of the questionnaire by the respondent using 6 indicators to use to assess the performance of the respondent's cadre namely family, sociallevel, experience experience, age, ethnicity, gender, researchers gave 12 statements using 5 answer ethnic options, researchers here used the likert scale to select 5 answer options, with assessments from the best to the worst given the assessments of 5,4,3,2 and 1, of the 12 answer options researchers made 3 categories of good cadre performance, moderate cadre performance and poor cadre performance. The statements on the questionnaire have corresponded to many individual cadres where existing statements refer to individuals, the respondent's answers are most likely to be answers often and

sometimes, while answers are always, rarely and never only a few who choose those answers (Strata *et al.*, 2019).

In must be a lot of answers are not many statements where the majority sometimes this cadre's performance statement contains statements, many of the answers are often and sometimes in statement number 2 which contains family majority indicators, the answers majority of mothers are more likely to care about family issues and have to complete household chores, and the answers of many respondents are always present in statement number 11, where this statement corresponds to the indicator of gender, the majority of mothers are not very difficult when working to provide guidance on the opposite sex, and the answers of many respondents are rarely chosen to be available on statement number 6, where this affects the use of the respondent's statement in health last experience according to the indicators namely experience, the respondents in this study almost half with junior high school education, the experience of education also affects the performance of cadres in working on the activities of health programs, the level of education affects one's ability and development on an ongoing basis, in order to realize the performance of cadres the better then the selection of the last minimum education is required in high school education (Rahmita and Madya, 2017).

The productivity activities increase of the health year terms program, respondents in this study are mostly aged 36-47 years, the age of the productivity decreases, this can result in a decrease in cadre performance as the older the physical skills will decrease. So for the age of more should be done the term of office how many years or stop before the age of 35 years.

This research is about being supported by previous research conducted by Tedi, Fadly and R, 2018 on the relationship of knowledge level, education, age and long become cadres with the quality of integrated service post activities said that there is a relationship between age education and cadre performance.

2. Identification Of Health Program Activities In Germas In Prunggahan Wetan Village, Semanding District Tuban Regency

No	Germas Program	f	Percentage (%)
1.	Good	9	29,0%
2.	Are	13	42,0%
3.	Bad	9	29,0%
	Total	31	100%

Source: Primary Research Data, Year 2019

Based on the results of the research described in table 5 The results of the research in Prunggahan Wetan Village, Semanding District in July 2019, obtained results from 31 respondents, almost half of them were 13 (42.0%) respondents with moderate germas health program activities, while almost half were 9 (29, 0%) respondents have good and bad germas health program activities.

Germas or the healthy living community movement is a systematic and planned action carried out jointly by all components of the nation with awareness, willingness and ability to behave in a healthy manner to improve the quality of life (Kartiningrum *et al.*, 2017)

The health program is a health promotion to encourage people to live healthy lives so that people can do physical activity, consume vegetables and fruit, check their health regularly, do not smoke, clean the environment, use healthy latrines, do not consume alcohol, and people adopt a healthy lifestyle. with independence, the community is able to understand and realize the importance of health, people want to maintain and improve health, have the convenience of maintaining personal health and the environment, want to work together to improve environmental health (Aini, Tamnge and Munir, 2016)

From the results of the researchers, almost 31 respondents had medium germas health program activities. These results are in accordance with the data of researchers who used a questionnaire as a measuring tool for this study by giving 14 questions to respondents with 3 answer choices, where each question is in accordance with the indicators to be measured, these 14 questions are in accordance with the germas program stage where the question refers to Questionnaire Health program is a health promotion to encourage people to live healthy. By using 7 indicators, namely doing physical activity, consuming vegetables and fruit, checking your health regularly, not smoking, cleaning the environment, using healthy latrines, not consuming alcohol which is spread from question number 1 to question number 14. There are 3 answer choices, namely strongly agree, agree and disagree. The results obtained from the respondent's answer data are in accordance with those in the researcher questionnaire, it appears that the germas program is a lot in question number 4, where the question is in accordance with the indicators of consuming vegetables and fruit, and the germas program is not able to be in question number 10, where the question is in accordance with the indicator of cleaning environment, because cleaning the environment can keep Non-Communicable Diseases away.

The germas health program which is increasingly being in this research is influenced by the performance of cadres, therefore, to reduce the Non-Communicable Diseases number, the performance of cadres must be increased again to improve performance, giving rewards if they are able to improve performance and given punishment if they are unable to improve performance according to the task. the main and existing functions, the germas program in Prunggahan Wetan is mostly moderate and it can affect the lifestyle of the people in Prunggahan Wetan so that the community does not understand what causes the problem of non-communicable diseases. The decline in healthy living in the community is due to the fact that cadres are more concerned with family problems so that the performance of cadres decreases. Therefore, the germas program aims to increase awareness, willingness, and the ability of the community to behave healthily in an effort to improve the

quality of life. The better the performance of cadres in the germas program, the more people will be aware of the goals of germas and be able to behave healthily in improving the quality of life. But in this study, the germas program activity was moderate so that people's lives in improving the quality of life were also reduced and the level of Non-Communicable Diseases increased.

This research is supported by previous research conducted by Tedi, Fadly and R, 2018 regarding the relationship between the germas program and the living habits of people who have and have not received socialization, saying that there is a relationship between the germas program and community habits.

3. Analyzing the Relationship between Cadres Performance and Germas Health Program Activities in PrunggahanWetan Village, Semanding District Tuban Regency

Performance	Germas			Total
	Good	Are	Bad	
Good	7 (70%)	3 (30%)	0 (0%)	10 (100%)
Are	2 (11,8%)	9 (52,9%)	6 (35,3%)	17 (100%)
Bad	0 (0%)	1 (25%)	3 (75%)	4 (100%)
Total	9 (29%)	13 (42%)	9 (29%)	31 (100%)

Based on the results of the Spearman Rho test, it was found that the value of  $p = 0.000$  where  $p < 0.05$ , it can be concluded that there is a relationship between the performance of the cadres and the germas health program activities in PrunggahanWetan village, Semanding District, Tuban Regency.

Based on the results of the research described in table 5.8 above, it was found that most had moderate germ health programs, that is, there were 9 cadres (52.9%) of respondents' performance, while a small proportion of the germas health program was poor, namely there was the performance of cadre 1 (25%) respondents.

The definition of a cadre is a man or woman who is chosen by the community and trained to deal with individual and community problems and to work in a very close relationship with places where health services are provided, health is a condition and quality of body organs that function in an reasonable with all hereditary and environmental factors (Jayusman and Widiyarta, 2018)

Environmental improvement and behavior change towards a healthier one need to be carried out systematically and planned by all components of the nation. For this reason, the Healthy Living Community Movement (Germas) is an option in realizing a better degree of public health (Nyata, 2018)

In this study, the performance of cadres was very influential in carrying out germas health program activities, the performance of cadres in this study was moderate so that the germas health program was also moderate. With the problem regarding the increase in the existing Non-Communicable Diseases, it shows that every year the performance of cadres is not maximal to reduce the Non-Communicable Diseases number.

Of the 31 respondents in this study, it was found that all were female, the factors that influenced the cadre's performance, namely gender, from the data from the questionnaire filled out by the respondents, indicating that the cadre's performance could affect the family according to the indicators. The Germas health program in this study is moderate, another factor that can result in a moderate Germas program is the female gender because the female gender thinks more about family problems and has to complete household tasks and not only one thing that has to be done or only focuses on the cadre tasks so that when there is a gathering for cadres assignments some are late because they have to take care of household tasks first.

As explained in the previous discussion, most of the performance of cadres in PrunggahanWetan Village, Semanding District, Tuban Regency has moderate performance, this is also shown from the increase in Non-Communicable Diseases data in the 2019 SemandingTuban Community Health Centers annual report, namely PrunggahanWetan Village has the highest Non-Communicable Diseases number 3 in Semanding District. This is shown that each year the performance of cadres does not as much as possible to reduce the Non-Communicable Diseases figure. So that it is expected to be able to improve performance.

III. CONCLUSIONS AND SUGGESTIONS

➤ CONCLUSIONS

The results of this research that have been carried out, can be concluded as follows:

1. The performance of cadres in the germas program in PrunggahanWetan Village, Semanding District, Tuban Regency was mostly with moderate cadre performance.
2. Nearly half of the health program activities for germas in PrunggahanWetan Village, Semanding District, Tuban Regency are with medium germas health program activities.
3. Based on the results of the Spearman Rho test, the value of  $p = 0.000$ , where  $p < 0.05$ , can be concluded that there is a relationship between cadre performance and germas health program activities in PrunggahanWetan Village, Semanding District, Tuban Regency which was analyzed using the SPSS test.

➤ **SUGGESTIONS**

The suggestions given are as follows:

## 1. For Respondents

It is hoped that respondents (cadres) can improve their good performance, especially in responding to problems related to Germas so that the goal of reducing the risk of Non-Communicable Diseases can be realized.

## 2. For the institution where the research is

For the village, it is better to give special attention to the performance of cadres, one of which is to provide the facilities needed by cadres so that the cadres' performance in carrying out their duties can be maximized and better.

## 3. For Further Researchers

For further researchers, they can develop their research to help improve the performance of cadres, who are currently still mostly being better.

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