



## Factors Influencing Cadre Performance in Implementing Posyandu for the Elderly: A Cross-Sectional Study

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### ABSTRACT

**Introduction:** The Elderly Posyandu is a vital community-based program that supports elderly health services in Indonesia. Cadres are key actors in delivering these services, and their performance is influenced by multiple factors.

**Objective:** This study aimed to identify the factors influencing cadre performance in implementing the Elderly Posyandu at Way Krui Health Center, Pesisir Barat Regency, in 2024.

**Method:** A quantitative cross-sectional study was conducted in February 2025. The population consisted of 118 cadres in the Way Krui Health Center area. A total of 92 respondents were selected using the Slovin formula. Data were collected through structured questionnaires and analyzed statistically using computer software.

**Result:** The findings revealed significant relationships between cadre performance and individual factors ( $p = 0.007$ ), organizational factors ( $p = 0.018$ ), psychological factors ( $p = 0.014$ ), and leadership factors ( $p = 0.013$ ). Cadres influenced by these factors demonstrated better performance in delivering elderly health services.

**Conclusion:** Cadre performance in the Elderly Posyandu program is significantly affected by individual, organizational, psychological, and leadership factors. Strengthening these aspects through training, support, and effective communication is essential. Collaboration between the government, community, and health institutions is crucial to sustaining and enhancing the quality of elderly health service.

**Keywords:** cadre performance, elderly, individu, organization

## Introduction

The Posyandu (Integrated Health Service Post) plays a vital role in enhancing public health in Indonesia. Its services extend beyond child health to encompass the entire human life cycle, including care for pregnant and breastfeeding women, infants, children, adolescents, adults, and the elderly. By providing regular community-based health services, often supplemented with home visits and empowerment activities, Posyandu ensures accessible and decentralized health care. These facilities are typically located within villages, sub-districts, or neighborhood units (RT/RW), making them easily reachable for most communities.

Indonesia has approximately 10,500 community health centers (Puskesmas), which are insufficient to serve the country's population of over 270 million without additional support. To address this gap, there are currently around 266,827 Posyandu units operating across the country, each staffed by 3–4 community health volunteers (cadres), totaling more than one million cadres. These cadres are instrumental in delivering comprehensive health services throughout all stages of life.

The Elderly Posyandu is specifically mandated by Health Law No. 17 of 2023, Article 52, which emphasizes efforts to maintain a healthy, dignified, and productive life for the elderly, starting at age 60 or as otherwise stipulated by law. This law guarantees the elderly's right to access safe, high-quality, and affordable health services, with responsibilities shared among the central and regional governments, families, and communities.

Furthermore, Government Regulation No. 28 of 2024, Article 65, supports promotive elderly health through initiatives such as personal hygiene, nutrition, physical activity, social participation, opportunities for continued work, and the development of elderly-friendly environments. These include infrastructure such as accessible walkways, parks, public transport, housing, and other supportive facilities.

To effectively implement Elderly Posyandu programs, the performance of health cadres is crucial. At Way Krui Health Center in Pesisir Barat Regency, cadres play a central role in delivering elderly care services. Despite the program being in place, several implementation challenges persist. Therefore, this study aims to investigate the factors that influence cadre performance in implementing the Elderly Posyandu program at Way Krui Health Center in 2024. The findings are expected to serve as a reference for governmental and non-governmental stakeholders in supporting similar initiatives.

## Objective

This study aimed to identify the factors influencing cadre performance in implementing the Elderly Posyandu at Way Krui Health Center, Pesisir Barat Regency, in 2024.

## Method

This type of research is quantitative research, with a Cross Sectional research design. This research was conducted in February 2025 at the Way Krui Health Center, Pesisir Barat Regency. The population in this study were all posyandu cadres in the Way Krui Health Center work area, a total of 118 cadres. The sample in this study was calculated using the Slovin formula, a total of 92 respondents. Data collection for this

study used a questionnaire where the data would be processed and analyzed using computerization.

## Result

Table 1 presents the relationships between various influencing factors—individual, organizational, psychological, and leadership—and cadre performance in implementing the Elderly Posyandu at Way Krui Health Center, Pesisir Barat Regency in 2024. Among respondents not influenced by individual, organizational, psychological, or leadership factors, a higher proportion demonstrated 'very good' performance. Conversely, among those influenced by these factors, most cadres exhibited 'good' performance. The statistical analysis revealed significant associations in all cases, with *p* values below 0.05, indicating that each factor had a statistically significant relationship with cadre performance.

Table 1. Relationship Between Factors and Cadre Performance

Factor	Affect Status	Quite Good n (%)	Good n (%)	Very Good n (%)	<i>p</i> value
Individual	Does Not Affect	10 (34.5%)	8 (27.6%)	11 (37.9%)	0.007
	Affect	8 (12.7%)	38 (60.3%)	17 (27.0%)	
Organizational	Does Not Affect	9 (27.3%)	10 (30.3%)	14 (42.4%)	0.018
	Affect	9 (15.3%)	36 (61.0%)	14 (23.7%)	
Psychological	Does Not Affect	13 (33.3%)	15 (38.5%)	11 (28.2%)	0.014
	Affect	5 (9.4%)	31 (58.5%)	17 (32.1%)	
Leadership	Does Not Affect	6 (25.0%)	6 (25.0%)	12 (50.0%)	0.013
	Affect	12 (17.6%)	40 (58.8%)	16 (23.5%)	

## Discussion

Work experience serves as a foundational element enabling cadres to adapt to various conditions, take informed risks, face challenges with full responsibility, and communicate effectively with multiple stakeholders. These capabilities contribute to sustaining productivity and enhancing performance, ultimately producing competent individuals within their roles. In this context, greater work experience aligns with increased performance, as it reflects the accumulation of relevant skills and knowledge over time.

Family support also plays a crucial role in cadre performance. It refers to the attitudes, actions, and acceptance provided by family members to one another, and may include both material and emotional assistance. Family support can help individuals

cope with health issues, overcome personal or professional challenges, reduce stress, boost self-confidence, and mitigate economic burdens. These forms of support positively contribute to a cadre's motivation and overall performance.

The findings of this study affirm that individual factors, including work experience and family support, significantly influence cadre performance. This is consistent with previous literature, which indicates that cadres with strong individual attributes tend to perform better in delivering community-based health services.

Leadership within organizational settings can be defined as the ability to establish and disseminate policies, allocate resources, conduct problem-focused training, and promote institutional development. Effective leadership enables individuals to influence, motivate, and empower others to contribute to organizational success. Leaders play a pivotal role in mobilizing institutional, psychological, and social resources to inspire and align their teams toward common goals. Leadership also entails developing a strategic vision, communicating that vision clearly, and creating a conducive environment that fosters cooperation, innovation, and performance improvement. As such, leadership has a multidirectional impact, influencing relationships and outcomes across all levels of an organization.

## **Conclusion**

The findings of this study indicate that most respondents were influenced by individual, organizational, and psychological factors that positively affected their performance as elderly Posyandu cadres. Additionally, most cadres demonstrated favorable leadership conditions and overall good performance. These results suggest that cadres possess strong individual characteristics, organizational support, and psychological readiness, all of which contribute significantly to their effectiveness in implementing elderly Posyandu activities.

Based on these findings, it is recommended that the Health Center prioritize efforts to sustain and further enhance cadre performance. This includes fulfilling the necessary facilities and infrastructure, establishing a well-structured and practical management system, encouraging effective communication, and fostering collaborative relationships among the Health Center, cadres, the community, and local government.

Furthermore, this study serves as a valuable reference for future research and program development. It encourages further exploration of additional factors affecting cadre performance across different settings to inform the formulation of targeted and relevant policies. Such initiatives are crucial in improving the quality and reach of health services provided through the elderly Posyandu.

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Not applicable.

## **Authors' contribution**

Each author contributed equally in all the parts of the research. All authors have critically reviewed and approved the final draft and are responsible for the content and similarity index of the manuscript.

### **Conflict of interest**

The researchers stated that there is no conflict of interest related to the implementation and publication of the results of this research. The entire research process, from planning, data collection, analysis, to report preparation, was carried out independently without any influence or pressure from any third party. A commitment to research ethics is upheld throughout the research process, ensuring transparency, accuracy and honesty in reporting results. Respondents' participation was voluntary with informed consent, and their confidentiality and privacy were maintained in accordance with applicable research ethics standards. With this statement, researchers hope that the research results can be trusted and used as a valid reference for the development of science and health practices related to ethnomedicine and reproductive health.

### **Ethical consideration**

Not applicable.

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