

Optimizing the Role of Posyandu through Needs Analysis and Training Models for Empowering Posyandu Kemuning VIII in Cilegon City

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ABSTRAK

Stunting is a globally significant child nutrition problem, with approximately 161 million children under five affected, half of whom are in Asia. Indonesia ranks 4th in the world for stunting cases. Posyandu has an important role in addressing this problem. This study aims to identify specific needs and design a suitable training model to improve the role and effectiveness of Posyandu Kemuning VIII in Cilegon City. This research used a descriptive qualitative method with data collection through observation, interviews, and literature study. The results of the analysis showed several main problems, namely quality stagnation, crisis and performance decline, limited facilities and infrastructure, low community participation and awareness, and limited training and community education. The proposed solutions include posyandu cadre training, posyandu management and administration training, and health promotion and community empowerment training. This training model is expected to improve the knowledge, skills, and effectiveness of cadres in running health programs at Posyandu Kemuning VIII.

Keywords: *stunting; posyandu; community empowerment*

INTRODUCTION

The introduction includes the research background, rationale, state of the art, a summary with From 2020 to 2024, the Ministry of Health of the Republic of Indonesia (MOH) has a vision to build a healthy, independent, productive and just society. To support the achievement of this vision, the Ministry of Health has formulated a number of missions that cover various aspects. The missions include reducing maternal and infant mortality, reducing stunting, improving public health, ensuring availability and equitable distribution of health resources, and promoting efficient governance.

However, one of the challenges Indonesia faces in achieving this vision and mission is the prevalence of stunting, which is a global child nutrition issue. Data shows that around 161 million children under five worldwide are stunted, and half of them are in Asia. Indonesia ranks fourth in terms of stunting prevalence in the world. (Maigoda & Rizal, 2024). According to data from Bappenas and UNICEF in 2017, Indonesia experiences a significant double burden of malnutrition. The 2018 Basic Health Survey results recorded that 30.8% of children under five were stunted. However, estimates from the Ministry of Health and the Central Bureau of Statistics in 2019 showed a decrease in the stunting rate to 27.67%. In 2022, based on data from the Indonesian Nutrition Status Survey (SSGI), the prevalence of stunting in Indonesia was 21.6%, a decrease of 2.8% points from the previous year which reached 24.4%. Despite the decrease, this figure is still above the threshold of public health problems set by WHO (>20%). (Doloksaribu, 2022).

Stunting is a serious condition in which children experience growth problems that cause retardation or failure in growth. This problem often starts with poor nutritional intake during the first 1000 days of a child's life (Hartini et al., 2023). Children who experience stunting often have a lower height than children their age. In addition, stunting can also lead to decreased physical, cognitive and intelligence development compared to other children of the same age. (Punuh et al, 2023). Child stunting has the potential to reduce intelligence levels and increase the risk of reduced productivity in the future. International evidence shows that stunting can affect economic conditions and reduce performance,

which can widen economic disparities. These impacts underscore the importance of addressing stunting in efforts to improve child and societal well-being. (Dermawan et al, 2022).

One element that has an important role in overcoming the problem of stunting is Posyandu. A community health program in a village or kelurahan, known as Posyandu or Pos Pelayanan Terpadu, aims to improve maternal and child health. Posyandu organizes a number of activities, including regular health check-ups, counseling on nutrition and healthy eating, and distribution of nutritional supplements for children under five. It is an important effort in providing comprehensive health care for mothers and children at the community level. Through Posyandu, it is expected that the health of mothers and children can be significantly improved, resulting in a healthier and higher quality generation. Posyandu routinely monitors the development of toddlers, including early detection of children who are potentially stunted. In addition, Posyandu serves as a platform for mothers to share knowledge and experiences around children's health. They provide support and motivation to each other to adopt a healthy diet and access available health services. This creates a supportive environment for optimal growth and development for children, and strengthens community engagement and awareness of the importance of child health care. (Amilahaq et al, 2024).

Improving the quality of Posyandu services is a very important step in reaching all sectors of society. This requires improving the knowledge and understanding of Posyandu staff on effective management, early detection of malnutrition in children, and their role as agents of social change. This will increase the effectiveness of Posyandu in providing better and more equitable services to the community, and contribute to the overall improvement of children's health and well-being. Posyandu administrators also need to follow government programs and ensure community access to these programs. Although the role of cadres is crucial in primary health care, the sustainability of their participation is not always guaranteed due to their voluntary nature, causing instability in their existence (Luhur & Nugroho, 2023). According to preliminary research conducted by the author on Friday, March 8, 2024, at Posyandu Kemuning VIII Perumnas BCK Block D RT 03 RW 08, Cibeber, Cilegon, Banten, it was found that there were still several findings related to the condition of the Posyandu. First, there is a fairly low level of community participation in Posyandu activities, which may be due to a lack of understanding of the importance of the Posyandu's role in improving community health. Secondly, it was found that the quality of services provided by Posyandu needs to be improved, especially in terms of early detection of malnutrition cases in children under five and promotion of clean and healthy living behaviors. The availability of resources and support from the government and local communities also need to be improved to support the sustainability and effectiveness of Posyandu in providing basic health services to the community.

Based on this, the authors conducted this study which aims to identify specific needs and design appropriate training models to improve the role and effectiveness of Posyandu Kemuning VIII in Cilegon City. Through a comprehensive needs analysis, it is expected to identify the various problems and challenges faced by the Posyandu, as well as the training needs required by Posyandu staff and the local community. The training models developed will be based on the findings of the needs analysis, taking into account the unique characteristics and needs of Posyandu Kemuning VIII. It is hoped that this study can make a significant contribution to efforts to optimize the role of Posyandu in improving public health in the region.

RESEARCH METHODS

The research method used in this study is descriptive qualitative method. A qualitative approach was chosen to enable an in-depth understanding of the role of Posyandu in community empowerment in Cilegon City. Data collection was conducted through three main techniques: observation, interviews, and literature study. Observations provided a direct understanding of Posyandu activities and conditions, while interviews allowed researchers to gain insights from key informants, namely Posyandu cadres. Literature study was used to support and complement the data obtained from the field. The research began with the observation stage at Posyandu Kemuning VIII Cibeber, Cilegon on Friday, March 8, 2024. Observations were made to directly understand the activities carried out at the Posyandu and the condition of the existing infrastructure.

After that, we continued with the interview stage with the main informants, namely the Posyandu Cadre, in this case Mrs. Anisah and several local communities. Interviews were conducted using a structured

interview guide to gain an in-depth understanding of the role of Posyandu and the challenges faced in community empowerment. Then the research on the other hand used a literature study approach to support data analysis. Relevant secondary data on Posyandu, community empowerment, and Posyandu cadre training were collected through relevant literature and documentation.

The collected data were analyzed qualitatively to understand the role of Posyandu in community empowerment and to identify needs and training models that can optimize the role of Posyandu. It is hoped that this research can contribute to improving the effectiveness of Posyandu as a public health service institution and as an agent of empowerment in improving community welfare in Cilegon City.

RESULTS AND DISCUSSION

Result

Posyandu has an important role in efforts to reduce infant mortality rates (IMR), maternal mortality rates, and improve maternal and child health. However, based on observations and interviews at Posyandu Kemuning VIII Perumnas BCK Block D RT 03 RW 08, Cibeber, Cilegon, the following points were found.

Problems at Posyandu Kemuning

From the analysis of Posyandu Kemuning, several problem points can be identified as follows:

1. Stagnation of Posyandu Quality

Problems were identified at Posyandu Kemuning VIII, particularly in terms of quality stagnation. According to key informants, Posyandu cadres, factors such as low community participation and the limited number of cadres are the main causes of this stagnation. One cadre stated that, *"We often struggle to achieve optimal community participation in Posyandu activities."* This explanation illustrates the challenges faced by cadres in mobilizing community support.

On the other hand, Kemuning community perspectives highlighted the low awareness of mothers to bring young children to Posyandu. As one resident expressed, *"Most mothers do not realize the importance of visiting Posyandu to monitor their children's health."* Although the number of Posyandu in Kemuning VIII has increased, its quality has stagnated in recent years.

2. Crisis and Performance Decline

The crisis that occurred at Posyandu Kemuning VIII, which resulted in a decline in performance. According to an interview with one Posyandu cadre, *"The crisis has had a significant impact on the implementation of Posyandu activities."* It indicates that there is an impact felt directly by the cadres in running the program. Later interviews with Kemuning residents elaborated on the lack of understanding about maternal and child health. One resident said, *"Many mothers here don't realize the importance of monitoring their family's health status, Neng."* This concern means that there is a need for broader health education from the community as a whole.

3. Limited Facilities and Infrastructure

The limited facilities and infrastructure at Posyandu Kemuning VIII are a significant problem in the implementation of health programs. A Posyandu cadre said that *"The limited space to carry out activities often makes it difficult for us to organize the program properly."* The direct impact of this limitation is that it hampers the optimal implementation of activities. This is reinforced by the response of one local community member, who stated, *"Inadequate facilities and infrastructure mean that some activities cannot be implemented optimally."* The lack of adequate facilities hampers efficiency in providing quality health services.

4. Low Public Participation and Awareness

The low level of community participation and awareness in Kemuning VIII Posyandu activities is a significant obstacle in achieving health goals. A Posyandu cadre said that *"We often have difficulty in getting the community to actively participate in Posyandu activities. Many mothers do not realize the importance of bringing their children to Posyandu for routine health checks."* This response reflects the reality on the ground, where efforts to increase participation are still faced with considerable obstacles.

Meanwhile, one resident stated, *"Most of the people around Posyandu do not realize how important the activities there are for their family's health."* This confirms that the community's low awareness of the importance of attending Posyandu is a major barrier to achieving health goals.

5. Limited Community Training and Education

The next problem encountered is that limited training and community education is a significant challenge at Posyandu Kemuning VIII. A Posyandu cadre stated, *"The training we receive is only conducted once a year and the focus is more on general socialization. We really need more in-depth technical training to improve the quality of our services at Posyandu."* This quote indicates the need for more targeted and intensive training for Posyandu cadres so that they can optimize their role in organizing health programs.

Meanwhile, one resident also added that *"The lack of public knowledge about the importance of Posyandu and its benefits for family health is a major obstacle. Many do not realize that Posyandu provides important and free health services."* It can be understood that the low level of community awareness of the benefits of Posyandu, which then affects their participation in these activities.

To overcome this challenge, a comprehensive approach is needed, which includes increasing the frequency and quality of training for Posyandu cadres as well as broader and more targeted educational campaigns to the community about the importance of Posyandu so that there is an understanding and skills of Posyandu cadres and community awareness, which in turn leads to an increase in the organization and participation in health programs at Posyandu.

Discussion

Based on the research results described above, it can be shown that there are several things found as follows.

Problems at Posyandu Kemuning

First, the problem of stagnation in the quality of Posyandu in Kemuning VIII indicates obstacles in the implementation of public health programs. Quoted from Nurliana et al (2023), this kind of stagnation can hinder the achievement of health goals, especially in increasing participation and access to health services. The theoretical concept of community participation, as explained by Arnstein quoted from Romli et al (2023), describes that low community participation can be a sign of weakness in health development. This is in line with the finding that low community participation is one of the causes of the stagnation of Posyandu quality in Kemuning. There is also a theory regarding health awareness showing that awareness of the importance of visiting Posyandu can affect the level of participation.

Second, there is a crisis and a decline in performance at Posyandu Kemuning VIII, indicating a serious problem in the implementation of public health programs. This crisis had a direct impact on the implementation of Posyandu activities, resulting in programs that should have run optimally being hampered. This problem is exacerbated by the low level of insight of the settling community about the importance of maternal and child health, which leads to a lack of participation in Posyandu activities. It is related to the Change Management theory by John Kotter cited from Grenway (2021) where a crisis like this requires an effective change management approach to overcome its impact and restore organizational performance. A crisis can be a trigger to accelerate change, but without the right strategy, a crisis can actually make the situation worse.

There is also the Health Belief Model (HBM) theory by Rosenstock which explains that an individual's understanding and awareness of health risks plays an important role in determining their health behavior. In terms of Posyandu Kemuning VIII, the low awareness of mothers about the importance of monitoring children's health can be overcome by increasing education and more effective health communication. So an intervention that combines change management and health education is needed to help overcome the crisis and improve the performance of Posyandu Kemuning VIII. (Maseko et al, 2021).

Third, the problem of limited facilities and infrastructure at Posyandu Kemuning VIII Perumnas BCK Block D hampers efforts to implement optimal health programs in the area. The limited space to carry out health activities causes various programs to not be carried out properly where it results in some activities being hampered and not carried out efficiently, reducing the quality of services that can be provided to the community.

According to Maslow's theory of the Hierarchy of Needs, adequate facilities and infrastructure are included in the basic needs that must be met before reaching higher needs such as self-actualization and full participation in social activities. This limitation can also be explained through Talcott Parsons' Social Systems theory, which states that social systems require good structure and supporting facilities to function effectively. Inadequate facilities and infrastructure at the Posyandu cause the health service

system to not operate optimally, so that the main goal of improving public health is not achieved. (Puspindari et al, 2023). A further problem is the low level of community participation and awareness in Posyandu Kemuning VIII Perumnas BCK Block D activities, where difficulties in getting the community, especially mothers, to actively participate and bring their children to Posyandu for routine check-ups illustrate the main challenges faced. This problem shows the community's lack of understanding of the importance of regular health check-ups at the Posyandu.

According to Kurt Lewin's theory of behavior change, changing people's behavior requires encouragement and reduction of barriers. Low participation and awareness can be seen as barriers that need to be overcome through effective education and awareness campaigns. The Diffusion of Innovations theory by Everett Rogers is also relevant, stating that the adoption of innovations or changes in society requires understanding, interest, evaluation, trial, and adoption. Without adequate awareness and understanding of the importance of Posyandu services, communities are less likely to actively participate. The last problem encountered was the issue of limited training and community education, which was the biggest challenge at Posyandu Kemuning VIII Perumnas BCK Block D. There, training for cadres that was only conducted once a year and focused more on general socialization was inadequate to improve the quality of services, indicating the need for more in-depth and technical training so that cadres could optimize their role in the health program.

This is in line with Kolb's learning theory cited in Parera & Gaa (2024) where concrete experiences and active reflection are key to effective learning. Without continuous and practical training, Posyandu cadres cannot develop the necessary skills to properly handle situations in the field. On the other hand, the lack of community education about the importance of Posyandu hinders its active participation. It is according to the behavior change theory of the Health Belief Model cited from Maseko Dkk, (2021) that awareness and understanding of health benefits are very important to encourage behavior change. If people do not realize the benefits of Posyandu services, their participation will remain low. So, increasing the frequency and quality of cadre training, as well as educating the community about the importance of Posyandu services, must be done immediately to overcome this problem.

Training Model for Empowerment of Kemuning VIII Posyandu in Cilegon City

In providing public health services, Posyandu Kemuning VIII in Cilegon City plays an important role in improving the health of mothers, children and families as a whole. However, in recent years, Kemuning VIII Posyandu has experienced challenges in achieving optimal health service goals. From the results of the analysis, several problems were found, such as low community participation, limited number of cadres, and lack of facilities and infrastructure. Therefore, there is a need for an appropriate training model to improve the quality of service of Kemuning VIII Posyandu. From the results of observations through literature study, there are three training models that are considered suitable for improving the effectiveness and efficiency of Posyandu Kemuning VIII, including:

1. Posyandu Cadre Training

Training posyandu cadres is an important solution to improve the quality and effectiveness of health services at Posyandu Kemuning VIII. This training can be done by training maternal and child health services, posyandu management techniques, health counseling, and communication skills. Research and applications related to this training model have been carried out previously by several studies, one of which is from Setiadi & Hudaya (2021) where the training methodology includes lectures, discussions and practices. The materials presented included stunting prevention through nutritional interventions in pregnant women, infant and young child feeding, and how to measure length and height. Knowledge evaluation was conducted using pre-test and post-test questionnaires, while skills were measured using anthropometric measurement checklists. The results of the study from the pre-test and post-test showed an increase in cadres' knowledge about preventing stunting in children under five.

2. Posyandu Management and Administration Training

Training in posyandu management and administration is essential to improve the efficiency and effectiveness of Posyandu Kemuning VIII operations. The training will teach activity planning, human and financial resource management, and program monitoring and evaluation. The training will enable Posyandu Kemuning VIII to be more effective in managing its daily activities and overcoming the challenges it faces. The implementation of this kind of training has been carried out by Ismawati & Romus (2023) using lecture, discussion, and question and answer methods, using media such as laptops,

projectors, and module books attended by 25 posyandu cadres from various villages in North Rupert District. Most participants were in the age range of 20-35 years, the results of which showed an increase in knowledge and skills of posyandu cadres in lactation management.

3. Health Promotion and Community Empowerment Training

Training in health promotion and community empowerment would help Posyandu Kemuning VIII to be more effective in increasing community participation in posyandu activities. This training can be done by outlining effective communication strategies, health promotion campaign development, and community empowerment through a participatory approach, so that health promotion and community empowerment at Posyandu Kemuning VIII can get closer to the established public health goals.

The implementation of this kind of training method has been carried out by a previous study from Antasya & Ridwan (2023) where a health promotion strategy model was applied at Posyandu Cempaka to deal with stunting cases by involving several steps. First, advocacy was carried out to the village head, hamlet head, and Mestong sub-district head by presenting data and pictures of children under five who were stunted. Second, social support was given to religious and community leaders through various meetings, such as mini workshops, recitations, and other activities. Third, community empowerment is carried out by utilizing available resources, for example making complementary food biscuits from moringa leaves. Fourth, partnerships with stakeholders and business owners are made to obtain financial support, facilities and human resources.

CONCLUSIONS

From the results of the research, several main problems have been identified that hinder the optimization of the role of Posyandu Kemuning VIII in Cilegon City. Starting from the stagnation of Posyandu quality, crisis and performance decline, limited facilities and infrastructure, to low community participation and awareness. However, the development of suggested training models, such as Posyandu cadre training, Posyandu management and administration, as well as health promotion and community empowerment, is expected to overcome the challenges faced. These training models are expected to increase the knowledge, skills and awareness of the cadres and the community around the Posyandu. Thus, Posyandu Kemuning VIII can play a more effective role in providing quality health services and increasing community participation in efforts to prevent stunting and improve maternal and child health.

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