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FACTORS ASSOCIATED WITH PERFORMANCE OF POSBINDU PTM CADRES

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ABSTRACT

Non-communicable diseases (NCDs) increase continuously every year. Innovation and strategies undertaken in NCDs control at the primary level one through activities integrated coaching post (Posbindu PTM). Posbindu PTM can be run with active participation of cadres and the community. This research aim to analyze factors related with the performance of Posbindu PTM cadres. This study used cross sectional design. The population in this study were 95 Posbindu PTM cadres from 19 Posbindu PTM in Banjarmasin. Samples are 78 people, counting the samples using the formula Slovin, simple random sampling technique sampling. The research instrument used questionnaire. The results are there was a relationship attitude to performance ($p = 0,000$ OR = 25,600), there was a relationship of motivation with performance ($p = 0,000$ OR = 67,000), there was no relationship human resources with performance ($p = 0.258$), there was a relationship rewards to performance ($p = 0.013$ OR = 10,400), there was a relationship job design with the performance ($p = 0,000$ OR = 36.750) and there was no relationship the role of stakeholders with the performance ($p = 0.288$). Multiple linear regression results of R Square = 0.900. Simultaneously attitude, motivation, human resources, rewards, and job design 90% affects the performance of Posbindu PTM cadres. Conclusion are there was a positive relationship attitudes, motivation, reward and job design with cadres performance on Posbindu PTM and no relationship human resources and the role of stakeholders with the performance of Posbindu PTM cadres.

KEYWORDS: *factors related, the performance of cadre*

INTRODUCTION

Non-communicable diseases (NCDs) is the biggest killer in the world with 35 million deaths each year from about 60 percent of all deaths, especially heart attack, stroke, diabetes mellitus, cancer, chronic lung disease and events cid era due accident. In Indonesia, stroke causes of death by 15.4 percent. Data from basic health research conducted by the Ministry of Health shows an

increase in the prevalence of some communicable disease in 2007 and in 2013 as a stroke of 0.83 per mile to 12.1 per mil, diabetes mellitus from 1.1 percent to 2.1 percent, asthma 3.5 percent to 4.5 percent and land traffic accidents by 25.9 per cent to 47.7 per cent (Ministry of Health, 2013).

Trend graphs incidence of NCDs based on Household Health Survey and Basic Health Research show that the case of NCDs showing

trends are likely to increase in two decades. Ministry of Health in Indonesia has developed various innovative strategies to improve health services more effective, efficient and integrated. Public health centers as the service unit was instrumental to the forefront of health development efforts as well as and have authority in creating a service model innovation control of NCDs in the basic level (Ministry of Health, 2012).

In general, the objectives of non-communicable disease in the clinic is to realize the health center which is able to carry out the control of NCDs and capable of organizing health services that are efficient, effective, equitable, high quality, affordable and meets the needs of people in their working area. PHC requires the active support of the community and various organizations in society as object and subject of development to health, including financing. People in that can contribute to the implementation of health development in the region (Ministry of Health, 2012).

Empowerment of individuals, families, and communities organized with particular attention to the condition and situation of social culture. One form of self-reliance in early detection and monitoring risk factors of NCDs is through Posbindu PTM (integrated coaching post) (Ministry of Health, 2012). Posbindu PTM is a new program, the cadre was originally a pre-existing health cadres or posyandu cadres. The activeness of these cadres is the role of the form of guidance and attention of district administrations and agencies/institutions during less considered. A job as a health cadre is voluntary, motivated solely by the desire to participate in helping the local community to be more healthy (Nilawati, 2008).

Posbindu can be promoted by way of cadres and counseling by health workers so that people can increase visits to Posbindu regularly. The other way is expected to be more active Posbindu cadre of outreach to the community to visit Posbindu (Septiliyana et al, 2011). If Posbindu done with optimal, so risk factors of NCDs can be controlled and NCDs prevalence in the community can pressed. If the role of the community (cadre), including the business and education institutions increasingly broad range of activities will be greater so that results will be achieved will be meaningful and impactful great leverage in reducing morbidity and mortality due the NCDs. This effort will succeed when cadres of Posbindu PTM able to advocate effectively, all parties responsive and perform concrete acts in accordance role to do (Ministry of Health, 2013).

Based on secondary data obtained from Banjarmasin City Health Department found that (1) Some Posbindu PTM has a number of cadres less than 5 people. (2) There Posbindu PTM cadres partially or completely not trained cadre Posbindu PTM. (3) Some cadres who were trained actually

stopped for various reasons, and then replaced by new, certainly never received training. (4) Most Posbindu not have facilities adequate tools such as digital sphygmomanometer and measuring body fat. (5) The lack of appreciation of the various parties involved against cadres Posbindu PTM. (6) The lack of attention in the form of visits from various stakeholders such as sub-district and urban village head Posbindu PTM. Data above shows there are various problems that arise in the implementation of Posbindu PTM, namely the lack of human resources both in quality and quantity, to lack of facilities, the lack of appreciation of the various parties involved and the absence of the role of stakeholders in this regard the role of Head Village.

Ideally a Posbindu PTM have at least 5 cadres, it is in order to facilitate the performance of cadres to carry out activities and cooperate with each other well (Ministry of Health, 2013). Most Posbindu not have the facilities equipment were adequate as tensimeter digital and measuring body fat, but these tools are useful as a stimulus to increase public interest in utilizing Posbindu PTM in the context of early detection and counseling through the monitoring of risk factors PTM integrates done regularly and periodic. Data also show a lack of appreciation of the various parties concerned, for example dalam form of a training certificate or Decree (SK) the appointment of cadres Posbindu PTM. Maybe this award factors can increase the performance of cadres.

Communication approach in the government-run development programs during the time felt a top down, communication are unidirectional or linear, in which there is no mechanism to provide public feedback (Satriani et al, 2011). If these problems are not solved then it will have an impact on the performance of Posbindu PTM cadres. Less performance of Posbindu PTM cadres cause Posbindu PTM activities does not run as expected, it will have an impact on the success of the program so that the goal will not be achieved.

Performance is influenced by various factors, whether originating from onside or outside oneself. A person works influenced by factors intrinsic ability-his ability and motivation comes from himself and influenced by extrinsic factors derived from its environment. Both these factors can be fused in a person who will ultimately result in the expected performance by organization. This is consistent with the statement of Anwar King Mangkunegara (2010) in the Moslem (2014).

According to Gibson (1996) in Andriani et al. (2013) there are three factors that affect the individual's performance, among others, the factors individua which consists of abilities and skills, background and demography. Second is the psychological factor consists of perception, attitude, learning and motivation. Recently ie

organization factors that resources, leadership, respect, structure and job design. These three factors can be classified into intrinsic factors are the factors of the individual or the organization itself that affect the individual's performance or the performance of an organization or group.

Political, economic and social are extrinsic factors that affect the performance by Atmosoepipto in Hessel Nogi (2005). Political factors that matters relating to the balance of state power that affects the security and order, can be interpreted as the government's role in this respect the role of local government and other relevant agencies. Role of economic factors, namely the role of business and the role of social factors which, among others, the role of institutions education and organization. Political factor are the role of local government in this regard that intersect directly with Posbindu PTM is subdistrict and village chief was coordinating the activities and follow-up results Posbindu PTM in its territory as a responsible area districts and villages as well as to provide guidance and support Posbindu PTM activities (Ministry of Health, 2013).

Attitude that is part of the psychological factors is the perception of a behavior, not an real action. Attitude is a readiness to react to certain environmental she objects as a conductor to object. In this case the attitude of cadres is very important to investigated because when one takes a decision to work as a health worker, then the decision is not necessarily the case, but it is a decision based on the attitude that the obtainment of various stimulus during the course of his life.

The second psychology factor is motivation have a very important role in order to generate the driving force that creates excitement to cooperate and effective work. When Posbindu PTM cadres have not trained this of course affects the attitudes, motivations and resources of PTM Posbindu cadres, consequences cadres will not matter if there is an award or job design which are elements of

RESULTS

a. Relationship attitudes with the performance of Posbindu PTM cadres in Banjarmasin

Tabel 1. Relationship attitudes with the performance of Posbindu PTM cadres in Banjarmasin

No	Attitude	Performance of Posbindu Cadres				Total	
		Good		Less		N	%
		F	%	F	%		
1	Positive	64	95,5	3	4,5	67	100
2	Negative	5	45,5	6	54,5	11	100
Total		69	88,5	9	11,5	78	100

Fisher's exact test p= 0,000< 0,05 (OR : 25,600 CI 95% 4,877-134,373)

The results of the analysis Fisher's exact test H₀ is rejected with p = 0.000, which means there is a relationship attitudes with the performance of Posbindu PTM cadres in Banjarmasin.

organizational factors. These factors certainly affect the performance of cadres to the negative direction, the implementation of activities Posbindu solely simply because of the demands of duty, and tesebut impact on the increasing employment of health workers (NCDs program manager) in Posbindu for tasks that should be the duty and responsibility responsible cadres. Based on the description above problems it is necessary to study on the factors that can affect the performance of Posbindu PTM cadres are psychological factors that consists of attitude and motivation, organizational factors consisting of resources, rewards and job design as well as political factors that the stakeholders so that the future can be the implementation of Posbindu PTM well.

METHODS

The method used in this study was observational analytic with cross sectional approach. The research was conducted in Posbindu, sub-district office and the office of village chief in the city of Banjarmasin, South Kalimantan Province in June-September, 2015. The population in this study were 95 cadres of Posbindu PTM, in 19 Posbindu PTM n the city of Banjarmasin. Samples are cadres of Posbindu PTM in PHC Banjarmasin City using the formula Slovin as many as 78 people. The samples in this study using simple random sampling.

The independent variables in this study are attitudes, motivation, resource, award, job design, and the role of stakeholders. The dependent variable in this study is the performance of Posbindu PTM cadres. The instrument used to measure attitudes, motivation, resources, awards, job design, stakeholder participation and performance of Posbindu PTM cadres in this study was a questionnaire. The analysis was performed using univariate, bivariate, and multivariate analyzes.

Analysis basedon the oddsratio were obtained, namely 25,600 (95% CI from 4.877 to 134.373 does not exceed 1), statistically there is significant and it is believed that 95% of cadres who have a positive

attitude 25.6 times will have a better performance than the cadres who have a negative attitude.

b. Relationship motivation with the performance of Posbindu PTM cadres in Banjarmasin

Tabel 2. Relationship motivation with the performance of Posbindu PTM cadres in Banjarmasin

No	Motivation	Performance of Posbindu Cadres				Total	
		Good		Less		N	%
		F	%	F	%		
1	High	67	95,7	3	4,3	70	100
2	Moderate	2	25	6	75	8	100
3	Low	0	0	0	0	0	0
Total		69	88,5	9	11,5	78	100

Fisher's exact test p= 0,000 < 0,05 (OR : 67,000 CI 95% 9,301-482,620)

The results of the analysis Fisher's exact test H_0 is rejected with $p = 0.000$, which means there is a relationship motivation with the performance of Posbindu PTM cadres in Banjarmasin. Analysis based on the odds ratio were obtained, namely 67,000 (95% CI from 9,301 to 482,620 does not exceed 1), statistically there is significant and it is believed

that 95% of cadres who have a high motivation 67 times will have a better performance than the cadres who have a moderate motivation.

c. Relationship human resource with the performance of Posbindu PTM cadres in Banjarmasin

Tabel 3. Relationship human resource with the performance of Posbindu PTM cadres in Banjarmasin

No	Human Resource	Performance of Posbindu Cadres				Total	
		Good		Less		N	%
		F	%	F	%		
1	Trained	25	96,2	1	3,8	26	100
2	Untrained	44	84,6	8	15,4	52	100
Total		69	88,5	9	11,5	78	100

Fisher's exact test p= 0,258 > 0,05 (OR : 4,545 CI 95% 0,537-38,481)

The results of the analysis Fisher's exact test H_0 is accepted with $p = 0.258$, which means there is no relationship between human resource with the

performance of Posbindu PTM cadres in Banjarmasin.

d. Relationship award with the performance of Posbindu PTM cadres in Banjarmasin

Tabel 4. Relationship award with the performance of Posbindu PTM cadres in Banjarmasin

No	Award	Performance of Posbindu Cadres				Total	
		Good		Less		N	%
		F	%	F	%		
1	Awarded	39	97,5	1	2,5	40	100
2	Not awarded	30	78,9	8	21,5	38	100
Total		69	88,5	9	11,5	78	100

Fisher's exact test p= 0,013 < 0,05 (OR : 10,400 CI 95% 1,233-87,747)

The results of the analysis Fisher's exact test H_0 is rejected with $p = 0.013$, which means there is a relationship award with the performance of Posbindu PTM cadres in Banjarmasin. Analysis based on the odds ratio were obtained, namely

10,400 (95% CI from 1,233 to 87,747 does not exceed 1), statistically there is significant and it is believed that 95% of cadres who have awarded 10,4 times will have a better performance than the cadres who not have awarded.

e. Relationship job design with the performance of Posbindu PTM cadres in Banjarmasin

Table 5. Relationship job design with the performance of Posbindu PTM cadres in Banjarmasin

No	Award	Performance of Posbindu Cadres				Total	
		Good		Less		N	%
		F	%	F	%		
1	Accordance	63	96,9	2	3,1	65	100
2	Not accordance	6	46,2	7	53,8	13	100
Total		69	88,5	9	11,5	78	100

Fisher's exact test $p = 0,000 < 0,05$ (OR : 36,750 CI 95% 6,193-218,065)

The results of the analysis Fisher's exact test H_0 is rejected with $p = 0.000$, which means there is a relationship job design with the performance of Posbindu PTM cadres in Banjarmasin. Analysis based on the odds ratio were obtained, namely 36,750 (95% CI from 6,193 to 218,065 does not

exceed 1), statistically there is significant and it is believed that 95% of cadres who have accordance job design 36,8 times will have a better performance than the cadres who have not accordance job design.

f. Relationship the role of stakeholder with the performance of Posbindu PTM cadres in Banjarmasin

Table 6. Relationship the role of stakeholder with the performance of Posbindu PTM cadres in Banjarmasin

No	Award	Performance of Posbindu Cadres				Total	
		Good		Less		N	%
		F	%	F	%		
1	Participate	31	93,9	2	6,1	33	100
2	Not participate	38	84,4	7	15,6	45	100
Total		99	88,5	9	11,5	78	100

Fisher's exact test $p = 0,288 < 0,05$ (OR : 2,855 CI 95% 0,553-14,741)

The results of the analysis Fisher's exact test H_0 is accepted with $p = 0.288$, which means there is no relationship between the role of stakeholder with the performance of Posbindu PTM cadres in Banjarmasin.

To determine the independent variables are more closely related with the dependent variable can be seen in the table multivariate as follows:

Table 7. Most Dominant Relationship Between Independent Variables With Dependent Variables

No	Variable	P Value	OR	95% CI	
				Lower	Upper
1	Attitude	0,000	25,600	4,877	134,373
2	Motivation	0,000	67,000	9,301	482,620
3	Human resources	0,258	4,545	0,537	38,481
4	Award	0,013	10,400	1,233	87,747
5	Job design	0,000	36,750	6,193	218,065
6	Role of Stakeholders	0,288	2,855	0,553	14,741

Nagelkerke R Square. Attitude, Motivation, HR, Award, Job Design Stakeholders * Performance of Posbindu PTM Cadres = 0,900. Chi-Square (39,667) > Chi-Square Table 12,600 ($p = 0,000 < 0,05$)

According to the table 7 can be seen that the results of X^2 amounted to 39.667 > X^2 tables for 6 variables = 12,600 (0,000 Sig < 0.05), which means simulant attitude, motivation, human resources, awards, job design and the role of stakeholder related to the performance of Posbindu PTM cadres in Banjarmasin. To see the ability of independent variables in explaining the dependent variable used Nagelkerke R Square value, obtained amounted to 0,900 which shows that the

ability of the independent variables together state performance of Posbindu PTM cadres amounted to 0,900, or by 90 % and are 100% -90% = 10% outside the model that describes the dependent variable.

DISCUSSION

1. Relationship Attitude with Performance of Posbindu PTM Cadres in Banjarmasin:-

The results of the analysis fisher exact test found a relationship attitude with the performance of Posbindu PTM cadres

in Banjarmasin. Newcomb in Notoatmodjo (2010), stating that attitude is a readiness or willingness to act and not an implementation of a particular motif. Positive attitude of cadre is a readiness and willingness to act and create good performance so that the implementation of Posbindu PTM cadres tasks can run smoothly in conducting early detection of disease is not transmitted through activities Posbindu PTM. More positive attitudes shown by the cadres of the willingness to perform well also increased.

This research reveals a link between attitude and performance of Posbindu PTM cadres because of that attitude is a predisposition that stimulates the behavior of Posbindu PTM cadres. Respondents who have a positive attitude will create stimulus in the form of good performance. Attitudes theory can be categorized into two properties, namely positive and negative. According to Azwar (2005) in Wahyudi (2010), characteristic of each characteristic stance are as follows:

1. The positive attitude is tendency the action to approach, like, expect a certain object.
2. The negative attitude is tendency avoid, hate, not like a certain object.

The attitude is a reflection of the perception of cadres to their tasks. More positive attitude of cadres, the cadres have a positive perception of the work so that he can carry it out properly ie please do not stay away from their duties and avoid. This condition will certainly improve the performance of Posbindu PTM cadres.

Research Sudarsono (2010), also reported a similar thing that Posyandu cadres aged 25-35 years (47, 06%), having the attitude tends towards positive. This attitude will be a driving force for the cadres to behave according to his attitude. This conditions cause an attitude has a strong relationship with a good performance.

Good performance in the implementation of Posbindu PTM influenced by the attitude of cadres in carrying out duties. Cadres positive attitude tends to improve the performance of cadres, is consistent with research Wahyudi (2010) that there is a positive and significant relationship between the attitude of cadres by the invention performance Pulmonary tuberculosis suspects in Puskesmas Sankulon. The more positive attitude, the more discoveries cadres suspected pulmonary TB can be implemented.

2. Relationship Motivation with Performance of Posbindu PTM Cadres in Banjarmasin:-

This research reveals the relationship of motivation with performance of Posbindu PTM cadres in Banjarmasin. According Hasibuan

(2007) in Sungkono et al (2011), motivation is the provision of the driving force that creates the excitement of one's work to get them to cooperate, to work effectively and integrated with all the power up ayanya to achieve satisfaction. the work being done because there is high motivation will create a Posbindu PTM cadres passionate in carrying out their duties, so that the good performance it produces and productivity of work as a Posbindu PTM cadre increased and the public can be served to the maximum.

Robbin (2002) in Brahmasari et al (2008) suggested that the motivation is the desire to do as a willingness to issue a high level of effort for the organization's goals, conditioned by the effort's ability to meet the needs of individual. Results showed the majority of cadres whose motivation is high, good performance. Cadres who have high motivation in conducting Posbindu PTM then the performance will be good cadres namely early detection of non-communicable diseases will walk effectiveness. Expected that people who do not realize they have risk factors for PTM will realize the danger of life-threatening if not treated promptly.

One of the approaches to the study of motivation is a cognitive approach explain that motivation is a product from the mind, expectations and goals, Feldman (2003) in Notoadmodjo (2010). This approach is distinguished between motive intrinsic or motif that comes from within, with a motive extrinsic or motifs from outside self. Intrinsic motive will encourage someone to do something to meet the activity of pleasure and not because they want appreciation. Study revealed an association between motivation and performance because motivation is an encouragement for someone to become better. Motivation respondents in this study to be a Posbindu PTM cadre does not expect financial rewards, motivation in this study because they feel excited and happy to be cadre. Cadre glad to help overcome health problem in their environment, a sense of excitement is further improving the performance of cadres Posbindu PTM in its task of detecting risk factor of non-communicable diseases in the community sekitar.Â it supports a theory of motivation that were examined by studying the needs or content theory, in this case Alderfer theory which states that that needs to be respected may appear before the physiological needs are met (Notoadmodjo 2010).

The results are consistent with research Nugroho et al (2008), which reveals the relationship of motivation with the liveliness of Posyandu cadres, research Brahmasari et al (2008), which revealed the

existence of a relationship of motivation with employee performance, Suseno (2009) disclose their relationship with the discipline of work motivation and Fatima (2009), which found an association between motivation and achievement of student learning outcomes. Similar research results are also shown in the strong relationship between motivation cadres with the discovery of suspected pulmonary TB indicated by the correlation coefficient, meaning the relationship formed in the strong category and positive. This means that the higher the motivation of cadres the better the efforts of the discoveries made oleh a cadre so rated good performance (Wahyudi, 2010). Research Sudarsono (2010), the results of analysis showed no association with the motivation of cadres Posyandu performance in Talun Blitar PHC.

3. Relationship Human Resource with Performance of Posbindu PTM Cadres in Banjarmasin:-

This research shows no relationship between human resources with performance as respondents in the study who became Posbindu cadres of various levels of education from the lowest to the highest junior Bachelor. In this study, both of which have the lowest to highest education had the same good performance. Good cadre cadres had been trained or untrained, cadres were often invited to listen to lectures health or never, had the same good performance.

Education is not high, which has not been given the training and the lack of knowledge about health, but the performance shown Posbindu PTM cadre remains good, it is due to the tendency of strong support from the local community through the high interest in attending activities Posbindu PTM. Support of health workers through the facilitation tools Posbindu PTM like scales analysis of body fat, blood pressure measurement of digital and foremost is the laboratory examination of blood chemistry free (blood sugar, cholesterol total, triglyceride and sometimes gout) also encourages people around eagerly attended the activities the Posbindu PTM. Respective areas and boost community spirit is as one of the factors that increase the spirit of Posbindu PTM cadres so that it can perform well.

Based on the reference General Directorate of Disease Control and Environmental Health, Directorate Control of Communicable Diseases, Posbindu PTM cadres minimum high school education (Ministry of Health, 2013). A number of 78 respondents 11.5% JSE, the rest of high school and college. More than 60% of Posbindu PTM cadres rated poorly trained human resources for training and

not yet participated in the lectures or health seminars.

According Markusi (2006) in Harisman et al (2012) study is any conscious effort to develop personality, develop human capacity, both physical and spiritual that lasts a lifetime inside and outside school. This is what happens in the majority of cadres Posbindu in the Banjarmasin city. The quality of its human resources is not only influenced by education in schools, training and seminars, but more influenced by the ability in the can outside the school, their experience over the years as cadre. Posbindu PTM cadre is also largely posyandu cadres and cadres posyandu toddler who had previously been experienced in serving the community and re-empowered is a dual role as a Posbindu PTM cadre.

This is consistent with research Harisman et al (2012) found that as many as 20.5% of Posyandu cadres Kotabumi Mulang Maya Southern District of North Lampung District and less educated but remained active in Posyandu activities and 25.6% less knowledgeable cadre but remained active in Posyandu activities, this is due to cadre receive referrals from health care workers to remain active in the posyandu.

Human resource competencies defined Mitrani et al (1992); Spencer and Spencer (1993) in Ardiana et al (2010) as the underlying characteristics of a person and relate to the effectiveness of individual performance in his job. Competence of an individual is something inherent that can be used to predict the level of competence. Individuals of the ability and the knowledge can be developed through education and training.

In accordance with the results of research Ardiana et al (2010) that the level of competency of human resources consist of knowledge, skills and competence. On small and medium enterprises (SMEs) in the city of Surabaya, ie the higher knowledge of human resources of SMEs, the higher the performance of SMEs in Surabaya, not truth.

The results of this study are not consistent with the results of research Ilham (2013), which reveals the knowledge and pelatihanlah affecting health cadres in Puskesmas Lisu districts Tenete Riaja Barru, a good performance would be obtained if there is knowledge and enough training. Although in Posbindu PTM cadre research in Banjarmasin city is a good cadre of educated or less educated have the same good performance is due to the tendency of the majority of Posbindu PTM cadres has experience expanding their knowledge. According Notoadmodjo (2007) in Ilham (2013), in addition to the level of education, experience also affect a person's

knowledge, although generally highly educated person will have greater knowledge than someone who is a lower level of education.

4. Relationship Reward with Performance of Posbindu PTM Cadres in Banjarmasin:-

This research shows a relationship between rewards with performance of Posbindu PTM cadres in Banjarmasin because the reward is a stimulus for someone to behave in accordance with what is expected. Reward is like a motor that what has become a destination can run well. Someone yangmendapatkan awards in a job will do a good job, even a reward became an expectation of a person in doing the work activity is no exception to the respondent as a volunteer award given Posbindu PTM will affect and improve the performance Posbindu PTM cadres activities PTM. Reward can be a proof of existence of a person in activity does. Reward in this study can be a certificate, monetary incentives and the ease of access to health care.

According to Robbins (1996) and Robberts (2005) in Sari (2011), individuals will compare the reward they received from the inputs that they made with the input output ratio of other people who relevan. Wrong one reason for the implementation of an awards program is to create a positive work environment and motivate performance.

Someone who receive the award will find a job or activity that does valued and recognized on the contrary, if a person's work is not rewarded then this can lower morale and performance, because people will think of what to do an activity that ultimately does not benefit him personally, received the award is a culmination of the results of a job.

According to P Siagian (2005) in Harisman et al (2012), the incentive is the attraction of people to come and live in an organization that means the assessment and implementation of the system should be developed in such a way that a fair system of incentives and do better or more not just wage for the work performed. Good rewards system is capable of ensuring the satisfaction of its members, maintain and employ people with positive attitudes and behaviors to their interests organisasi so performance is also increased by Sondra P. Siagian (2001) in Harisman et al (2012).

Cadres were volunteers from the community who won the trust of the community and local health officials and had received training and felt called to implement, maintain and develop the activities Posbindu, not only because it was forced to carry out a task or instructions from PHC. A line with heavy duty Posbindu PTM cadre it is necessary supervision

and awards of government funds are appropriately appreciate the role of cadres Posbindu PTM and provide adequate rewards such as certificates, Decree (SK) cadres, monetary incentives, ease of access to health and is included in various trainings and health lectures. Reward may be additional incentives, creating job security and compliance needs proper treatment as generating interest.

Reward systems can contribute to satisfy the people, satisfying their desires, providing learning and improve them. Reward flavor in the form of recognition is acknowledgment of receipt and feedback also accepted. If a person is more appreciated and recognized, then they tend to be more satisfied with the job their cadres and their lives as a volunteer health. this implies they are satisfied little to stop, to change jobs or absent according to (Roberts, 2005) in Sari (2011).

The results of discovery research awards relationships with a Posbindu PTM cadre performance along with the research results Harisman et al (2012) who found their influence on the activity of the award cadres Posyandu cadre Village Kotabumi Mulang Maya Southern District of North Lampung District in 2012.

The results of their research awards relation to the performance of Posbindu PTM cadres accordance with the results of research Yolanda (2015) who reported an association between the reward with performance of cadres Posyandu in Puskesmas Merdeka cities Palembang. Existence good reward for cadres will further improve performance results cadres.

Compliance is the result of research by Wirapuspita (2013), that the performance of Puskesmas Posyandu cadre Wonorejo related to providing operational support, charter, transport and training. This shows that the cadres needed support incentives which are regularly given, where most of the cadres is housewives who need extra intake for the family.

5. Relationship Job Design with Performance of Posbindu PTM Cadres in Banjarmasin:-

The results shows no relationship between the job design to the performance of Posbindu PTM cadres in Banjarmasin. Rival (2004) in Wirdaningsih (2013), said that the job design is the process of determining the tasks to be carried out, the methods used in carrying out this task, and how this work relates to the others work. According to Irawan (2003) in Wirdaningsih (2013), the job design is a structural building work was structured so that the work can be done in a way that is efficient and effective.

Some 96.9% of respondents who rate the job design Posbindu PTM is appropriate and

performance is good assessed. Job design suitable jobs are jobs with 5 stages of design service called 5 stages system. Most Posbindu cadres know that early detection activities at Posbindu PTM will work well if the five stages of this work out. But sometimes the number of cadres Posbindu present less than 5 people but the system 5 table can still be executed although it will face many obstacles when cadres amounted to only 2-3 people. Often this situation be overcome by health workers who take over some tasks of cadres Posbindu PTM, consequently the performance of cadres rated less.

The division of roles cadres Posbindu PTM ideally consist of: coordinator, cadres driving, monitoring cadres, cadres and cadres counselor registrar (Ministry of Health, 2013). A study revealed an association with the performance of design work cadre Posbindu PTM for in the design of the work contained the responsibility entrusted to cadres with clear activities. A person given the responsibility will usually feel bound by what is mandated by him, but the engagement is often a pride. A cadre entrusted to help address health issues in the community will be proud of and it has become a strong impetus to its activities as a volunteer. The activities that have been detailed Posbindu can clearly make cadres set time in order to carry out its activities in Posbindu as well as possible so that performance is assessed.

Posbindu PTM can be held in a month , when needed can be more than one time a month for PTM control other risk factors, such as sports together, gatherings and lainya. A day and time selected in accordance with the agreement and can be adapted to the local situation and condition (Ministry of Health, 2013).

Posbindu PTM carried out with 5 stages of a service called system 5 table, but in situations certain conditions can be tailored to the needs and activities together. Agreement in the form of services for early detection and follow-up is simple as well as monitoring of the risk factors for non-communicable diseases, including referrals to health centers (Ministry of Health, 2013). Cadre understand the design of a good job because they have the training or received information from a fellow cadre of officers or health. When the design work is carried out in accordance with the guidelines for early detection activities in Posbindu PTM went so well that the performance cadres are also considered good.

Cadre assessing PTM Posbindu job design does not fit, some 53.8% have less performance, 46.2% had a good performance. Cadres to assess the design work is not suitable Posbindu PTM tend to think of this discrepancy

is due to the limitations of Posbindu PTM support facilities in the form of a tool -tool early detection of risk factors for NCDs, namely digital sphygmomanometer, including body fat analyzer scales, measuring abdominal circumference, blood chemistry measurement tools and others that have not been completed by the City Health Office Banjarmasin, thus making these cadres less performing. According Ivancevich (2007) in Wirdaningsih (2013), a major cause of effective job performance is the job design. Job design trying to identify kebutuhan employees and the most important organization, eliminating barriers in the workplace.

Posbindu PTM cadres to assess the job design is not suitable, but they are performing well, tend to be less concerned about the lack of amenities, but they try his best utilize makeshift facilities as long as people could be served and activities Posbindu PTM can continue to run well for detecting risk factors PTM on community.

Handoko (2011) in Wirdaningsih (2013), stating the job design is the function of the determination of the activities of an individual or group work in organization. Goal is to organize work assignments that meet organizational needs, technology and personality.

The results of appropriate research is research Yolanda (2015) which revealed that the job design that does not conform doubled degrade performance Posyandu cadre Merdeka cities Palembang. Results penelitian appropriate by Wirdaningsih (2013), shows that the design work and compensation has influence on the performance of the health center staff Simalungun with job design as the dominant variable.

6. Relationship Role of Stakeholders with Performance of Posbindu PTM Cadres in Banjarmasin:-

The results shows a relationships role of stakeholder with performance of Posbindu PTM cadre in Banjarmasin. Efforts to realize the obvious health mission impossible is only charged on the health sector alone, because of health problems is the impact of all sectors. Health problem is a shared responsibility of individuals, communities, governments and non governments. Government in this case the Ministry of Health is indeed a in front of the sectors most responsible, but in implementing policies and programs, interventions should be together with other sectors both public and private (Notoadmodjo, 2010).

The role of stakeholders in this research is the role of Head Village. Most subdistrict and village chief did not know the whereabouts Posbindu not even know what it Posbindu

PTM. While most sub-district and village chief who know and understand their role in the activities Posbindu PTM, but because of busy day-to-day so they can not be directly involved in the activities Posbindu and rarely may be present at Posbindu PTM implementation.

The role of stakeholders in question in this research is the government's role is the role of Head Village in Posbindu PTM activity results; coordinate follow-up activities Posbindu PTM and guidance in support of sustainability Posbindu PTM (Ministry Kesehatan RI, 2013). Based on the results of more than half of respondents said there was no role of stakeholders, the condition is evidenced by cross-check between respondents who expressed no role Head and Village with interviews through a questionnaire to the Village and sub-district in the city of Banjarmasin which half he did not know Posbindu PTM program.

Results of other studies that appropriate research is Wirapuspita (2013), that there is no significant correlation between the performance of cadres visit the village Puskesmas Wonorejo, Samarinda, Kalimantan Timur. Other research shows different things that research Puspasari (2002) success of the Posyandu in Sabang town of Aceh is a good performance positively related real with support from community leaders. According to the presence cadre of community leaders or stakeholders in setiapkegiatan posyandu addition will add to the spirit of the cadres to work better, it will also motivate mothers posyandu participants to always be present at the Posyandu.

7. Most Dominant Relationship Between Independent Variables with Dependent Variable in Posbindu PTM Banjarmasin:-

Four independent variables (attitude, motivation, reward and job design) related with the performance of Posbindu PTM cadres, the motivation variable most dominant related to the performance of Posbindu PTM cadres with an OR of 67.000 subsequent job design work with an OR of 36.750, attitude with OR for 25,600 and 10,400 of the reward to the OR. It is show that the motivation is the most dominant variable relationship after obtaining control of variable attitude, human resources, rewards, job design and the role of stakeholders.

When analyzed further by looking at the results of a variable which is partially related to the performance of Posbindu PTM cadres namely attitude, motivation, reward and job design was done testing to see the connection simultaneously without entering variables unrelated partially obtained X^2 equal to $37.592 > X^2$ table for four independent variables = 9.490 (0.000 Sig < 0.05), which means

simultant attitude, motivation, reward and job design related with the performance of Posbindu PTM cadres in Banjarmasin . Results Nagelkerke R Square obtained amounted to 0.891 indicating that the ability attitude, motivation, reward and job design together in show performance Posbindu PTM cadre of 89.1%.

Results obtained by examining all independent variables were partially related or not, and the test results are only using the independent variables relate only partially to see the connection simultaneously revealed that the two tests are statistically are equally deal simultaneously, but when variables only partially tested relationship seen no decrease in the percentage of simultaneous relationships. Value Nagelkerke R Square all independent variables were tested by 90% while the value of tested only partially related variables of 89.1%, which means there is a decrease of 0.9%. The difference between the number of testing all independent variables with variables that relate only partially small, it indicates that the test results of each group are almost equal.

The results also reveal that 90% of the performance of Posbindu PTM cadres can be explained by the attitude, motivation, human resources, rewards, job design and stakeholder participation while the remaining 10% is likely influenced by the individuals themselves like abilities and individual skills, backgrounds and demographics . The results also reveal if there are no good human resources and stakeholders' roles and performance will be decreased by 0.9% (Table 4:17) This figure is relatively small, but if the human resources continue to be improved by conducting trainings to improve skills and knowledge and participation of stakeholders in this regard the role of Head Village continue to be improved, then it is likely to increase the performance of cadres as well.

This relatively small decline explains that without the presence of any sub-district and village chief in Posbindu PTM, Posbindu PTM activities remaining. However, if public figures could be more significant role it will add to the spirit of cadres and cadres to further enhance performance.

Human resource consists of levels of education, never or no training cadres Posbindu PTM and participation in lectures or seminars health. Puspasari (2002) reported differences in the proportion of cadres in the training and performance is assessed compared with cadres that can perform well but not got the training. More often cadre training, the better the performance done to increase the cadre training knowledge and cadre skills. This will be

achieved when the training done. Syahrani (2000) in Puspasari (2002) suggests that the quality of training of cadres have contributed to the lack of knowledge and skills of cadres in carrying out its role and therefore its job. The training activities should be performed routinely at a distance that is not too long.

The results after dilakukan logistic regression analysis of multiple, apparently independent variables that enter the model is the attitude, motivation, human resources, rewards and design work is closely linked to the performance of Posbindu PTM cadres there are four variables, namely the attitude, motivation, reward and design work, while the resource variable manusia as a confounding factor. When human resource variables excluded from the model turns coefficient B at a variable 13.69% change reward. It explains that the resource variable has a real connection with the reward variable.

If the human resources diminish it is expected that there is an increase in reward. Reward should be given to human resource cadre in this case Posbindu PTM performing so well that further enhance the spirit of work. Other cadres will notice and it will spur other cadres to work better so that the performance increase.

Performance Posbindu cadres PTM will markedly increased when the reward is given to the human resource. Bivariate relationship between rewards to performance (Table 4.14) also significantly found that cadre that have been honored 10 times will likely have a better performance compared to volunteers who do not receive appreciation.

In accordance with the theoretical framework that combines expert opinion that Anwar opinion Mangkunagara King (2010) in the Moslem (2014), the opinion of Gibson (1996) in Andriani *et al.*(2013), and the Ministry of Health (2012) explained that the performance is influenced by intrinsic factors and extrinsic factors. Made up of individuals, and organizational psychology, extrinsic factors consist of political, economic, sosial. Study revealed that if you want to improve the performance of cadres then that should be considered is sequentially according to the highest OR values such as motivation, job design, attitude, respect and human resources, all of which are factors extrinsic and intrinsic factors. While that is a political factor in this case the role of stakeholders, namely Head Village less provide great leverage in improving the performance of Posbindu PTM cadres.

It can be taken as guidance and consideration in determining what activities are a priority to improve the performance of Posindu PTM cadres, when linked with these

results it is intrinsic factor was the preferred mainly motivation, job design, attitude and rewards.

Mangkunagara (2005) in Brahmasari et al (2008) argues that there are two techniques working motivating namely: (1) Mechanical fulfillment, meaning that fulfillment of the fundamental underlying work behavioral. (2) Persuasive communication technique is a technique to motivate work by affecting the extra logical manner. There should be a great concern for the Posbindu PTM cadres on the needs, interests and desires on health, especially on early detection of NCDs risk factors. Banjarmasin City Health Department is tasked with facilitating should in many instances can increase the motivation of cadres by informing about the importance of recognizing early NCDs risk factors that, if not addressed can lead to illness and even death.

Posbindu PTM training of cadres should always begin with the purpose of informing about the importance of the work of a Posbindu PTM cadre to appear strong interest and desire to make decisions and take action in the implementation of activities Posbindu PTM. Expected cadres will work with higher motivation and satisfaction with his work that directly impact on increasing performance.

Job design of Posbindu PTM has been prepared in such a way through the five stages of the desk so that tasks can be done with a cadre Posbindu efficient and effective. Duties and responsibilities of each cadre is written clearly in a manual which has been taught to cadres who follow similarly training. The sequence of activities 5 tables, procedures, activities, technical measures have also been socialized cadre training activities and refreshing should always programmed in activity plan of the City Health Office Banjarmasin.

CONCLUSION

1. Most cadres Posbindu PTM has a positive attitude (85.9%)
2. Most cadres Posbindu PTM has a high motivation (89.7%)
3. Most cadres Posbindu PTM is human resources who are not trained (66.7%)
4. Most cadres Posbindu PTM awarded (51.3%)
5. Most cadres Posbindu PTM has a design suitable jobs (83.3%)
6. Most cadres Posbindu no PTM assess the role of stakeholders (57.7%)
7. Most cadres Posbindu PTM has a good performance (88.5%)
8. Most cadres Posbindu PTM has a positive attitude (85.9%)

9. There is a relationship between attitude with the performance of Posbindu PTM cadres.
10. There is no relationship between human resource the performance of Posbindu PTM cadres.
11. There is a relationship between reward with the performance of Posbindu PTM cadres.
12. There is a relationship between job design with the performance of Posbindu PTM cadres.
13. There is no relationship between the role of stakeholders with the performance of Posbindu PTM cadres.
14. Simultaneous performance of Posbindu PTM cadres affected by attitudes, motivation, reward and job design meanwhile human resources as counfounding factor of most dominant motivation variable related to performance, human resource variables influencing the award while variable stakeholders' roles and the smallest influence in determining the performance cadre.

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