

THE PHENOMENON OF HEALTH CADRE PERFORMANCE MOTIVATION IN COMMUNITIES IN THE HOMETOWN OF THE BADUY

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ABSTRACT

This study explores the phenomena that motivate Baduy Health Cadres to fulfill their societal roles. This study uses a qualitative method of the Transcendental Phenomenology type. The results of the survey obtained seven main themes, namely: Increasing knowledge, Concern for residents, Self-actualization, Support for residents to have MCK, Cultural preservation, Compensation, and Cadre Training. In conclusion, the seven themes motivate Health Cadres to carry out their roles.

Keywords: Self-Actualization, Health Cadres, Motivation, Compensation, Baduy Tribe

INTRODUCTION

Indonesia is an archipelagic country spread from Sabang to Merauke, with approximately 17,504 islands (Farhani, 2022). It consists of 38 provinces (Igid Admin Kominfo, 2022) and has around 300 ethnic groups or ethnic groups (Antara & Vairagya, 2018) and 1,300 Tribes (Igid Admin Kominfo., 2023). One of the tribes that live in the interior is the Baduy Tribe (Kaneke), located in Leuwidamar Village, Lebak-Rangkas Bitung Regency, Banten Province, Banten Province. The Baduy tribe community has three types of tribes, namely 1) Internal Baduy, who live at the foot of the Kendeng mountains and still adhere to their traditions and live in villages, namely Cibeo, Cikertawana, and Cikeusik.; 2). Outer Baduy are spread around the Kaneke Dalam area (Cikadu, Kaduketuk, Kadukolot, Gajeboh, Cisagu, etc. / occupy 55 villages) with the characteristic of wearing black clothes and black headbands; 3) Kaneke Dangka, lives in the towns of Padawaras (Cibengkung) and Sirahdayeuh (Cihandam) (Pranadhitama, 2022).

Kaneke Dangka is an area that is administratively outside the Kaneke Village area, where, in general, the residents still have kinship ties and are one unit with the residents as well as the rules and systems that apply in Tatar Kaneke (Muhibah & Rohimah, 2023). The religious life of the Baduy tribe adheres to Islamic beliefs. Sunda Wiwitan, namely not performing prayers, but simply carrying out the Pikukuh Heritage of the ancestors (made into "holy words"), which contains the concept of the provision "without any changes," or as little changes as possible, this has become and is a role model for Baduy people to this day; However, there are also Dangka Baduy tribes who generally adhere to Islam (converts) (Edwar et al., 2021).

The Baduy tribe still firmly adheres to the concept of Pikukuh and does not want to accept any changes, thus preventing the people here from being able to receive information from outside, one of which is health information. This happens because there is no access to technology in their territory, unlike the Baduy tribe outside the area, which borders directly with Leuwidamar District; they are already willing to receive information from outside (Sutisna et al., 2023). As a result, residents of the Baduy tribe, even from outsiders, still rarely use health facilities because they believe more in Paraji, Bengkong, and Panghulu as the realization of

cultural obedience and observance (Kartika et al., 2019). Changes in the outer Baduy tribe which have begun to accept information, such as a research report from Tahangnacca (2023) in the form of a monograph book report that the role of Jaro Pamerintah leaders and assisted community leaders who have been given training such as cadres can change the perspective of the Baduy tribe, even though they have to still adhere to traditional principles.

The ability of health cadres has potential that must be explored and developed regarding knowledge, attitudes, and skills (Aini et al., 2022). Posyandu is very important because it is a place for public health information and can improve maternal and child health (Sari & Indrawati, 2021). Posyandu also plays a role in PHBS activities. Still, it depends on the role of the cadres, because there are also cadres who have yet to play an active role in PHBS because they are only limited to recording Posyandu reports (Agustini et al., 2023).

Based on literature studies, no research journals have been found that discuss the role of Health Cadres in the Baduy tribe. This is evident from the many travelers/tourists who enter this Village (Desmawati et al., 2022). However, researchers have not yet received research that explores the development of Health Cadres in the Baduy Tribe. One thing that researchers want to explore is the role of health cadres. It should be noted that health cadres can be considered the same as community leaders, whose voices will be heard by Baduy residents and can influence society (Rabiatunnisa et al., 2023).

RESEARCH METHOD

The research was conducted using a qualitative research design. The researcher chose a qualitative design with a phenomenological approach. The type of phenomenon research is transcendental phenomenology, a phenomenological approach that captures the essence of an individual's entire experience. This research explored and discovered the phenomena in the Baduy Health Cadres, especially their motivation to become a health cadre. The population of this qualitative study was health cadres in Kaduketug Village, Kanekes Village, totaling 25 people; 10 participants were taken. Participant inclusion criteria: health cadres domiciled in the interior of the Baduy Tribe of Serang Banten; able to read and write; willing to participate. Exclusion criteria: health cadres who are sick. Data analysis uses the Colaizzi method to obtain themes from the interview results.

The research was carried out in the interior of the Serang Baduy Tribe, Banten Province; the implementation period began with a field survey on May 20, 2023, and a time contract with the Saija Cadre Chair and Chief (Jaro) to conduct interviews with Health Cadre Women in Baduy. Interviews can be conducted from June 30 to July 2, 2023, with 10 participants, female health cadres in the Baduy tribe, and involving Mr. Jaro during a Focus group discussion (FGD).

Researchers have conducted health research ethics tests from Fort De KOCK Bukittinggi NO University. 244/KEPK/VI/2023. According to the National Ethics Commission for Indonesian Health Research Ethics (KNEPKI), as outlined in the Minister of Health's regulations (Permenkes RI, 2020), the research process must carry out ethical considerations outlined in the principles: respect for people, positive effects of research, being treated fairly. Data was collected through in-depth interviews using the interviewer's research tools for 60-90 minutes using an IC recorder and a cellphone to record video during the interview process. By research ethics at the time of reporting, participants were coded (initials) with P and number.

RESULT

The Baduy tribe's health cadres were trained by Mrs. Lilis (53 years old) outside the Baduy tribe. However, she still lives under the Baduy Tribe Association in the same Leuwidamar sub-district. She has a bachelor's degree in education from being an elementary

school teacher. She has been developing Health Cadres for 20 years in the Leuwidamar District and has been actively developing Baduy health cadres for the last 10 years. Data on health cadres who were involved as participants were ten people; here are the data: Age of respondents 23 – 43 years, no education but able to read and write 2 participants (20%), not finished elementary school 7 participants (70%), finished elementary school 3 participants (30%) and completed SMA 1 participants (10%).

The results of interviews and FGDs with Health Cadres after compiling interview transcripts resulted in the following main themes:

Interviews were conducted with each participant, and a Focus Group Discussion (FGD) was also conducted with the head of Hamlet (Jaro). In-depth interviews with each participant were conducted using an interview guide that the researcher had made by recording using a Sony IC Recorder and a notebook to write down the results of observations during the interview process. The results of the interview were the questions asked among the participants' answers as follows: 1) What do mothers think about Health Cadres: "Mothers who have free time to help the Puskesmas and Midwives" (P9); 2) What prompted the mother to want to take part in activities as a health cadre?: "I feel at home... I can get to know the outside world apart from Baduy life, I can be proud of being known by people" (P2); 3) Duties as a Health Cadre: "Hehe here, for city mothers, maybe they won't do it... because they need to struggle to get to their houses, there are those whose houses have to cross the river..." (P2); 4) Support and Satisfaction: "We only get 90,000 rupiah for each activity even though we travel a long distance from home (P2) and "Even though we have been health cadres for a long time, we have never participated in training, what we do is out of habit. just" ((P10); 5) Cooperation and relationships:

"So far, I have not had any problems with the residents...they accept that there are Posyandu activities or we visit each other's homes" (P5); 6) The Role of Social and Cultural Factors: "Some people still defecate in the river...because they don't have a toilet." (P10) and "it seems like we all follow the Sundanese Wiwitan ancestral tradition, ma'am" (P6).

At the final session of activities in Baduy, researchers conducted an FGD with health cadres, which Mr. Jaro, the Health Cadre Supervisor, attended. Cases experienced by Health Cadres triggered the FGD; it was tough to invite residents and visit residents who were far away and risky during the journey to the residents' location because the Health Cadres in this Village were cadres who already had experience. In contrast, other villages did not have a group of Health Cadres. The results of the FGD were as follows: 1) residents felt that it was far from the Posyandu location (indeed, the distance between the houses was far); 2) residents don't care; the important thing is that they can still live; 3) we as cadres must first get closer to the residents so that they will listen; 4) recommend adequate nutritional food and monitor your health at the Community Health Center if you have not recovered; 5) We still do it when it's time for the posyandu because we feel sorry for them if their health status isn't monitored.

In the closing session, Mr. Jaro stated: "Government support is needed in the activities of health cadres, and health equipment facilities should be equipped, as well as additional allowances for health cadres from the government." All participants expressed the same thing: "Please increase the honorarium for the government so that we are more enthusiastic about carrying out our duties as cadres" (P3) and "Give us special skills training as health cadres" (P10).

Based on the results of interviews and FGDs, researchers analyzed the recap of interview transcripts and FGDs, and it can be concluded that seven main themes describe the phenomenon of Health Cadre performance motivation, namely:

Theme 1: Increasing Knowledge: although the average health cadre in Baduy has less than an elementary school education, they are enthusiastic about learning to broaden their knowledge. Some take reading and writing courses, and some take package B from the Ministry of Education and Culture.

Theme 2: Caring for residents / Picking up the ball, making home visits: Health Cadres have empathy for the health of the residents, so they care about picking up the ball to other village areas that don't have Health Cadres and still receive assistance from the Community Health Center

Theme 3: Self-actualization: the majority of health cadre mothers in the Baduy tribe have low education; some even don't go to school, but they are proud to be able to participate as health cadre mothers and broaden their knowledge. This makes them proud of themselves and allows them to be recognized for their societal role and satisfaction in participating.

Theme 4: Support for residents to have toilets: based on direct observations of residents' homes, 100% of residents in Kaduketug Village do not have bathrooms for personal toilet washing (MCK); they still use public baths, and clean water is supplied from Mount Kendeng.

Theme 5: Preserving Culture: the Pedamal Baduy tribe still firmly adheres to Pikukuh customs, as written at the entrance to the Baduy Tribe: "Lojor Teu Beunang Cut Short Teu Yarn Spliced," which, according to Pak Jaro, means Length must not be cut short must not be joined, the meaning is to use what is in nature.

Theme 6: Compensation: even though these female health cadres live in remote areas, they still need appreciation for their hard work as health cadres. As stated during the interview, they wanted to ask for an increase in their incentives so that they would be more enthusiastic about managing Posyandu activities. The money they get is from the government of the Rangkas Bitung Serang Health Service.

Theme 7 Cadre Training: Expressions from interviews with Health Cadres in the Baduy Tribe, they all have not received training in Health Cadre Management, so they want to have knowledge and skills in cadre management so that they can be more skilled in carrying out their role in the community.

DISCUSSION

Increasing knowledge is essential for every health cadre to provide services to the community. A health cadre must have adequate insight and skills to become a public servant in giving appropriate information (Fuady & Prasanti, 2023). The higher the knowledge, the better a person makes decisions (Darsini et al., 2019). The success of monitoring the growth and development of toddlers at Posyandu depends on the cadres' knowledge, behavior, and attitudes (Nurbaya et al., 2022). There is a relationship between knowledge and the roles and attitudes of cadres in society (Wahyudi et al., 2022). There is a significant relationship between cadre knowledge and cadre activity in Posyandu cadre activities, $p=0.004 (<0.05)$ (Rahayuningsih & Margiana, 2023).

However, this research also contradicts this research, concluding that providing training does not affect cadre knowledge, with a p-value of 0.155 (Nurwita, 2021). Patala, Sudirman, and Moonti's (2019) research also proves no relationship between knowledge and cadre activity, with a p-value of 0.445. However, research shows that there is a relationship between filling out KMS and cadre activity, as proven by statistical tests with a p-value of 0.000.

Theme Self-actualization: research results have proven that self-actualization effectively strengthens a person's motivation (Laisina & Kembauw, 2023). Fulfilling the need for self-actualization is the highest level of need from Maslow's theory. When a person has fulfilled the four needs below, he will also need self-actualization, which means he is recognized as

someone who has made an essential contribution to a company or organization. The need for self-actualization makes a person experience individual satisfaction from a job or activity carried out by the individual or satisfaction at work, with a p value of 0.000 (Alfinur & Sakti, 2022; Yuniati, 2021).

The theme of having a toilet, bathing and washing toilets (MCK) is an essential thing in implementing clean and healthy living behavior (PHBS) (Sutoyo et al., 2019); according to researchers' observations while exploring the Baduy tribe's territory, it can be seen that every house does not have a personal toilet, so they are clean for toilets in public baths. MCK cleanliness is an indicator that determines the health of family members (Sutoyo et al., 2019; Yuniati, 2021). One of the reasons why every resident's house does not have its own MCK is because the source of clean water is still distributed naturally using bamboo connections from the Kendeng Mountains and is centered in public baths; this is one of the obstacles to having your own MCK, because of access to flowing water. Getting to people's homes is still a challenge. The process of having an MCK in every house needs to be carried out first by providing health education to residents on how important it is to have their own MCK so that Clean and Healthy Living Behavior (PHBS) can be carried out by residents (Siregar & Febriani, 2020).

According to research results, the theme of Compensation is that someone who receives Compensation will be motivated to improve their performance (Umpung et al., 2020). Compensation strongly relates to a person's motivation (Hiondardjo & Utami, 2019). Cadres feel satisfied with the incentives they receive (Anton, 2024). The determining factors for the performance of health cadres are understanding motivation and Compensation (Musmiler, 2020). The Compensation received by health cadres will influence performance, p-value = 0.004 (Desiana et al., 2021). However, there is also evidence that Compensation negatively affects performance (Tika, 2020).

The theme of preserving Culture, preserving the environment, and customary rules is firmly held by the Baduy people, especially their belief in Sunda Wiwitan and the Pikukuh traditional rules with the concept of no or no changes at all which reads *Lojor Teu Meunang Cut, Pondok Teu Meunang Connected*, which means meaning that long should not be cut, short should not be connected or interpreted as accepted as it is (Supriyanto et al., 2022). Meanwhile, the Sundanese Wiwitan belief in the application of the Baduy people's faith and obedience to God can be seen in their actions in keeping forests, rivers, and mountains living in harmony, and based on the researchers' observations, when it is 18.00 WIB they do not use electricity, they only use oil lamps/Telok for each house. Wahid's article reports the same regarding Sunda Wiwitan Suidat et al., (2023) but not all Compensation affects cadre performance as per research.

The theme of the training, according to research by Anugrahanti, Rondonuwu, and Rahayu (2023), after being given training, cadres felt that it was helpful, there was an increase in the understanding and skills of health cadres in website-based recording and reporting of toddler nutrition which provided benefits for Posyandu (Noprida et al., 2022). Community service activities carried out by Siregar et al., (2022) show that health cadres who receive training have high enthusiasm for activities in the organization; they become responsive and agile cadres. They are motivated to improve the Posyandu service system in their area. Posyandu cadres' knowledge and creativity still need to be higher. It is necessary to increase the knowledge and creativity of Posyandu cadres by utilizing SMS Gateway technology to optimize Posyandu visits. (Sundari et al., 2023; Susanti et al., 2023).

The theme of caring for others, someone who cares, appears when there is empathy within oneself. A sense of empathy influences Concern for other people (Mulyawati et al., 2022). The condition of Baduy people who are still not aware of the importance of carrying out regular health monitoring, health cadres carry out house visits, and health cadres take a family approach; this is by the Ministry of Health's mapping of problems in depth from a life cycle approach through home visits (Krisliani & Hasanbasri, 2022). The motivation of Health Cadres is caring for the community to ensure that the surrounding residents are healthy and prosperous; however, according to Raniwati, several factors influence the performance of cadres in implementing posyandu activities, including the level of knowledge, attitude, motivation, infrastructure, and cadre training (Raniwati et al., 2022). However, not all cadres are motivated to perform well; only 73.3% of the 30 existing cadres (Qoyyimah et al., 2022). It is also evident from interviews with Health Cadres that they express that they want the Baduy community to develop; according to Rahman's research, it is revealed that community empowerment through the development of Tourism Villages can increase the skills and independence of the community, which can be seen from the formation of tourist catering work groups, and groups of guides from the community who have participated. Various kinds of training to obtain and improve skills and additional income. (Rahman, 2021).

CONCLUSION

Based on the results of interviews and FGDs with Health Cadres and Jaro regarding the phenomenon of Health Cadre Performance Motivation, seven main themes were obtained which describe the condition of health cadres in their motivation to carry out their role as health cadres, namely: Increasing knowledge, Caring for residents; Self-actualization, Support for residents to have MCK, Preserve culture, Compensation, and Cadre Training.

SUGGESTION

Support from the Serang Regional Government and the Serang District Health Service is needed to train health cadres regarding cadre management so that participants have adequate knowledge and skills in carrying out their role as Health Cadres in the Baduy Tribe. Follow-up is needed from the Community Health Center as the lowest layer, which can link to the top structures in government so that the Leuwidamar Kanekes region can become the first underdeveloped region willing to accept changes from outside without abandoning existing customs.

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