

Factors that influence cadre participation in the managing the family planning program in Banjarmasin City

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ABSTRACT

The increasing population can lead to complex problems. One way to reduce the population is by implementing family planning programs. The success of the family planning program is largely determined by the participation of family planning cadres in each region. The purpose of this research was to analyze the factors that influence cadre participation in the management of family planning programs. The research method uses a cross-sectional design by analyzing the influence of age, education, length of time as a cadre, appreciation, and motivation on participation. The research was conducted in the city of Banjarmasin. The sampling technique used is purposive sampling with a sample size of 61 cadres. Data analysis using the Kruskal Wallis test. The results of the study found that there was an influence of motivation on cadre participation with a p-value of $0.005 < \alpha (0.05)$, while the variables of age, education, length of time to cadre, and appreciation did not have a significant effect. The motivation of cadres must always be improved for the success of family planning programs.

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1. Introduction

The population of Indonesia based on the 2020 Population Census reached 270 million people. This figure makes Indonesia the fourth most populous country in the world after Tiongkok, India, and the United States. If population growth continues to develop, it is estimated that by 2030 Indonesia's population will reach 294.11 million people. A high population can give rise to various complex problems if it is not balanced with good quality human resources. One way to reduce population is by implementing a family planning program (Stanback et al., 2015).

The family planning program is an important program to create a healthy life. Family planning seeks to avoid risky pregnancies such as too old, too young, too many, and too close together. One way to do this is to use birth control to delay or prevent pregnancy. In 2022, the use of family planning methods among couples of childbearing age, aged 15-49 years will be 59.44% in rural areas, while in urban areas it will only reach 52.14% (Elewonibi et al., 2020a).

The type of contraception most frequently used by couples of childbearing age in 2022 is injectable birth control, namely 56.01%. The second most common type of contraception after injections used to delay or prevent pregnancy is birth control pills, namely 18.18%. This pattern also occurred in previous years. In 2021, the use of contraceptive injections will reach 59.9% and contraceptive pills 15.8%. Couples of childbearing age prefer short-term contraceptive methods over the Long-Acting and Permanent Contraceptive Method (LAPM) (Ogidi et al., 2019).

The percentage of non-LAPM use in South Kalimantan is also the highest, namely injections at 57.07% and pills at 33.8%. In Banjarmasin City, the use of injectable contraceptives is 62.1% and 33.6% of pills. Men's participation in family planning is also still very low, the male surgical methods are only 0.1% and condoms are 0.8%. The use of LAPM is still very low due to the lack of public knowledge about the advantages of LAPM and the limited number of trained personnel and available facilities (Office, 2019).

The level of effectiveness in controlling pregnancy for short-term contraceptive methods is lower than long-term. LAPM is a contraceptive that can be used for a long period, namely more than 2 years, and can end a pregnancy with couples of childbearing age permanently if you do not want to have more children. Contraception included in LAPM is IUD, Implant, vasectomy, and tubectomy. The availability of information regarding this matter is of course the government's obligation so that it can be well socialized in society (Kassie et al., 2021).

The family planning service program is currently fully regulated by the local government so that it can be adapted to regional needs and capabilities by taking into account the interests and aspirations of the community. Each region must have thorough preparation in providing family planning services. Community outreach in socializing family planning programs must be effective. Clear delivery from family planning extension members such as cadres in the field is very necessary so that the public can understand the importance of participating in the family planning program (Alfiana et al., 2022).

The success of the family planning program is largely determined by the role and participation of family planning cadres in each village/sub-district area. These cadres are very effective in motivating and helping recruit family planning acceptors. Family planning cadres are community members who voluntarily help in the success of the family planning program. Family planning cadres have several roles in society, such as socializing family planning programs so that information can be spread well, motivating and inviting couples of childbearing age to become family planning participants, and developing active family planning participants (Fonseca et al., 2017).

Cadres can help in implementing programs to create prosperous and quality families. If cadres do not participate enough, it is possible that one of the programs will be hampered and ultimately have an impact on the services provided to the community. The lack of active cadres is due to the voluntary nature of cadre participation, which does not guarantee that these cadres will carry out their functions well. This will directly affect the success rate of the family planning program (Wuriningsih & Distinarista, 2019).

Cadres who participate less or are no longer active are caused by several factors, including being interested in working elsewhere which provides more economic benefits, cadres' lack of education and knowledge, and the absence of awards that can motivate cadres to work (Kurniati & Yuni, 2020; Meiliawati, 2018). Cadre motivation must be high to carry out their responsibilities in achieving predetermined work goals.

The management of family planning programs must be carried out comprehensively and effectively. Implementation of family planning promotion activities to the community carried out by cadres can be carried out under the management of community health centers. Several studies suggest that cadres have high motivation and participation in supporting the government because some cadres are not active in carrying out their duties, and this can be a problem (Risniawati et al., 2022).

Based on the problems above, it is crucial to research the factors that influence increasing cadre participation so that policies can be created to encourage active participation and optimal performance in carrying out their duties to assist health workers in managing family planning programs. The low use of contraception, particularly long-term contraception and male contraception, in Banjarmasin City is unacceptable. To support the success of the family planning program in the city, active cadres must step up and actively promote the use of contraception to the community. We must take immediate and assertive actions to ensure that our family planning program achieves its goals and objectives.

2. Methods

2.1. Study setting and population

The type of research used in this research is quantitative analytics with a cross-sectional research design. This research was conducted in Banjarmasin City in 2023. The research population was family

planning cadres in Banjarmasin City. The sampling technique used was purposive sampling with the Slovin formula so that a sample of 61 people was obtained.

The strategy for approaching respondents in this research was to gather respondents in one place through cadre association activities held by the Population Control, Family Planning and Community Empowerment Service of Banjarmasin City. This was done to make it easier for researchers to conduct interviews with respondents.

2.2. Research variables and statistical analyses

The independent variables in this research are age, education, length of time as a cadre, appreciation, and motivation. The dependent variable is cadre participation. Data analysis was carried out using the Kruskal-Wallis test to analyze the influence between variables.

2.3. Data collection techniques

Research data was collected through direct interviews with respondents. The research instrument used was a questionnaire with a Likert scale which had been tested for validity and reliability. Validity testing is carried out to determine whether or not a questionnaire is valid for each of these variables and reliability testing to measure whether the questionnaire is consistent or not in the research used. Data analysis was carried out for validity testing using Pearson product-moment and for reliability testing using Cronbach alpha. Based on the results of the questionnaire validity test with 31 respondents, it was found that 5 items were valid and reliable out of 10 motivation items. In the participation questionnaire, there were 4 valid and reliable items out of 10 items.

The research was carried out after obtaining a certificate of research ethical suitability from the Muhammadiyah University of Banjarmasin ethics commission with KEPK Number: 0128226371 which stated that the protocol in this research was acceptable. This is done to protect respondents from physical, and psychological danger and legal consequences.

3. Results/Findings

The results of the univariate analysis in this study of 61 respondents based on the variables age, education, length of time as a cadre, awards, motivation, and participation can be seen in the following frequency distribution table:

Table 1. Frequency Distribution of Research Variables

Variables		f	%
Age	20-30 Years	4	6.6
	31-40 Years	10	16.4
	>40 Years	47	77.0
Education	Low	2	3.3
	Intermediate	56	91.8
	Height	3	4.9
Length of time as a cadre	<2 Years	6	9.8
	>2 Years	55	90.2
Awards	Available	28	45.9
	None	33	54.1
Motivation	Low	4	6.6
	Simply	37	60.7
	Height	20	32.8
Participation	Sufficient	49	80.3
	Height	12	19.7
	Total	61	100.0

Based on the table above, it is known that the majority of cadres are over 40 years old, 77% with secondary education, namely junior high school and high school, 91.8%. The majority of cadres have work experience as cadres of more than 2 years, namely 90.2% and 54.1% of cadres who did not

receive awards. The majority of cadres have sufficient motivation as much as 60.7% with sufficient participation as much as 80.3%.

As for the results of the bivariate analysis, the factors that influence cadre participation can be seen in the following tables according to the analysis steps, namely the normality test, homogeneity test, and research hypothesis test.

Table 2. Normality Test of Research Variables (Age, Education, Length of Time as a Cadre, Reward and Motivation for Participation)

Variables		Shapiro Wilk	
		df	p Value
Age	20-30 Years	4	
	31-40 Years	10	0.000
	>40 Years	47	0.000
Education	Low	2	
	Intermediate	56	0.000
	Height	3	0.000
Length of time as a cadre	<2 Years	6	
	>2 Years	55	0.000
Awards	Available	28	0.000
	None	33	0.000
Motivation	Low	4	
	Simply	37	0.000
	Height	20	0.000

From the results above, the mean and standard deviation of the variables studied showed an abnormal distribution with the p-value of the Shapiro Wilk test <0.05 so for the next analysis the Kruskal Wallis test was carried out.

Table 3. Homogeneity Test of Research Variables (Age, Education, Length of Time as a Cadre, Rewards and Motivation for Participation)

Variables	F	p value
Age	1.974	0.165
Education	0.803	0.374
Long time as a cadre	1.620	0.208
Award	0.105	0.748
Motivation	8.302	0.006

Based on the table above, the mean and magnitude of the variables studied show homogeneous characteristics with the p-value of the homogeneity test >0.05 so that for the next analysis a hypothesis test was carried out with Kruskal Wallis.

Table 4. Bivariable Analysis of Factors Affecting Cadre Participation

Variables	Participation	N	Mean Rank	Kruskal-Wallis H	p value
Age	Enough	49	29.87	1.884	0.17
	High	12	35.63		
Education	Enough	49	30.52	0.804	0.37
	High	12	32.96		
Long time as a cadre	Enough	49	30.27	1.603	0.205
	High	12	34.00		
Award	Enough	49	30.68	0.106	0.745
	High	12	32.29		
Motivation	Enough	49	28.31	7.735	0.005
	High	12	42.00		
	Total	61			

Based on the table above, several variables are known that influence cadre participation in the management of the Family Planning Program in Banjarmasin City. From the data above, the average ranking that most influences participation is the motivation variable, with the average ranking value being 42. Of the several variables studied, the motivation variable is the variable that significantly influences cadre participation in the Management of the Family Planning Program in Banjarmasin City with a p-value <0.05 (0.005).

4. Discussion

In this study, the number of respondents interviewed was 61 people. Of the 61 respondents, it can be seen that cadres who had high participation in managing the family planning program were 12 people (19.7%) and half of the respondents had a sufficient level of participation, namely 49 people (80.3%). Of the 5 variables tested, it was found that 1 variable influenced cadre participation, namely the motivation variable, while the variables age, education, length of time as a cadre, and awards did not affect cadre participation.

In this study, almost all of the respondents were over 40 years old, namely 77%. The middle-aged adult period is a time for expanding personal, social, and responsible involvement. At this time, one of a person's developmental tasks is to be involved in activities in society (Fingerman et al., 2011). One of the social roles that can be played in society is to become a family planning cadre.

The results of the research statistical tests showed that there was no effect of age on the level of cadre participation in managing the family planning program with a p-value of $0.17 > \alpha$ (0.05). This is in line with research (Kurniati & Yuni, 2020) on cadre activity where the results of the binary logistic regression test show that age does not have a significant effect on cadre activity in the Juang City Health Center Work Area, Bireuen Regency.

The results of this study are also in line with research (Hunie Asratie, 2021) which shows that there is no significant relationship between age and cadre activity. Generally, young cadres are physically strong and highly creative, while older cadres are less physically fit but have quite good experience.

The characteristics of respondents based on education show that almost all family planning cadres have secondary education, namely 56 people (91.8%). Education is the last formal level that cadres take by obtaining a diploma whose aim is to produce changes in behavior. An adequate level of education for cadres is the basis for developing insight (Anggraeni, 2017). Broad insight for cadres is very necessary in searching for information about family planning and then disseminating it to the community.

The results of the statistical test for the education variable obtained a p-value: $0.37 > \alpha$ (0.05), which means that there is no influence of education on the level of cadre participation in managing the family planning program. These results are in line with research (Hamdiah, Suwondo, Sri Hardjanti, et al., 2017; Holden et al., 2019) which states that there is no relationship between education and cadre participation. This is because the majority of respondents already have sufficient education, namely secondary education, to participate well in managing family planning programs. This research is also in line with research (Suranny & Maharani, 2021) which states that education level is not related to cadre activity.

The next variable studied was the length of time as a cadre. The research results showed that almost all respondents had worked for more than 2 years, namely 55 people (90.2%) and only 6 people had just been cadres or less than 2 years. The results of statistical tests show that there is no effect of length of time as a cadre on participation in managing family planning programs with a p-value: $0.205 > \alpha$ (0.05).

The results of this research are in line with research (Hamdiah, Suwondo, Hardjanti, et al., 2017) which shows that there is no relationship between cadres' length of service and participation. This could happen because cadres who have a new term of service have good facilities and infrastructure. The availability of facilities and infrastructure can support and make it easier for cadres to participate. This research is also in line with research (Suranny & Maharani, 2021) which states that the length of time you have been a cadre is not related to cadre activity.

This research shows that the majority of respondents did not receive awards as cadres, 33 people (54.1%) and only a few cadres received awards, namely 28 people (45.9%). The awards that the cadres

in this research received were in the form of money, certificates, and prizes as compensation or services for their participation in family planning management.

One way to support the success of the Health Family Planning Integration Program is by recognizing and giving awards to cadres. Cadres can be given incentives, certificates of education and training for cadres, and awards certificates for exemplary cadres. Other rewards can also be in the form of giving cadre clothes, PINs, free medical cards for cadres, transportation money for cadres, and other things that can be useful for cadres (Dayyani et al., 2021; Rai & Unisa, 2013).

The results of the research statistical tests show that there is no effect of awards on cadre participation in managing the family planning program with a p-value: $0.745 > \alpha (0.05)$. The results of this research are in line with research (Risniawati et al., 2022) which states that based on the results of the chi-square test, it was found that giving awards did not significantly affect cadre participation. This research is also in line with research (Elewonibi et al., 2020b) which states that work incentives have no influence on the active role of cadres.

In this research, it can be seen that more than half of the respondents have sufficient motivation to manage the family planning program, namely 37 cadres (60.7%). There are 20 cadres with high motivation (32.8%) and a small number of cadres with low motivation, namely 4 people (6.6%). Different levels of motivation between one cadre and another make their behavior also different, which in this case is participation in managing the family planning program.

Motivation is anything that can encourage a person's behavior to meet needs. Motivation is the driving force of behavior and determines behavior. Motivation functions to make someone achieve their goals. If a person's attitudes and behavior are directionless and aimless, then it is certain that the person has no motivation.

Motivation is a potential strength within a person that can be developed independently or developed with outside help. Motivation within a person is in the form of intentions, hopes, and desires as well as goals to be achieved. Motivation has a very important role in supporting the improvement of a person's performance and can have a positive influence on performance.

The results of statistical tests show that motivation has a significant influence on cadre participation in managing family planning programs with a p-value: of $0.005 < \alpha (0.05)$. The results of this research are in line with research which states that there is a positive and significant influence of motivation on the performance of family planning instructors. High motivation can improve the performance of family planning instructors in Pemalang Regency.

The results of this research are also in line with research (Prata et al., 2017; Rai & Unisa, 2013) which states that motivation has a significant effect on the performance of family planning instructors. Increases and decreases in performance can be influenced by motivation. This research also tested the direct influence of motivation on service quality, and the results showed that motivation had a significant effect on the quality of cadre services in the Sukosewu District, Bojonegoro Regency.

Research (Sariyati, 2018) also shows that cadres act as motivators who encourage couples of childbearing age to use contraception. Cadres must be able to provide explanations about various things regarding contraceptive methods that meet the needs of respondents. Communication skills are important for cadres to provide motivation.

This research has the advantage that respondents fill out the questionnaire accompanied by researchers so that the data obtained is more accurate, while the limitation of this research is that the number of respondents is only 61 people, which may still not reflect the actual situation of cadres in Banjarmasin City.

5. Conclusion

This research was conducted on 61 cadres to analyze the factors that influence cadre participation in managing family planning programs. The research results show that the majority of cadres have sufficient participation, namely 80.3%. Almost all of the cadres are over 40 years old, namely 77%, and have secondary education, namely 91.8%. cadres who have worked for more than 2 years are 90.2% and the majority do not receive awards, namely 54.1%, and have sufficient motivation, 60.7%.

In several variables analyzed such as age, education, length of time as a cadre, awards, and motivation which influence cadre participation in managing family planning programs, it can be concluded that the influencing variable is motivation with a p-value of $0.005 < \alpha (0.05)$, while other variables have no effect. Cadre's motivation in participating must continue to be increased to achieve success in the family planning program.

The results of this research can be used as input in making policies regarding family planning cadres. Cadres must receive support from health workers and community leaders. Regional governments, in this case, health workers, can also provide training with innovative strategies and methods according to the needs of cadres so that motivation is higher for achieving success in family planning programs.

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