

ABSTRACT

Background: *Hunger and malnutrition are among the major factors leading to increased mortality and disease in the world. In an effort to address malnutrition in children, the global level focuses more on stunted children. Posyandu cadres who have good performance are one of the indispensable roles in this stunting prevention effort. The purpose of this study was to determine the relationship between motivation and commitment to the performance of posyandu cadres in stunting prevention efforts in Jambi City.*

Methods: *This research is an observational analytic study method with a cross sectional study design. The study subjects consisted of 117 active cadres in Jambi City who were taken by proportional sampling method and had met the inclusion and exclusion criteria. Levels of motivation, commitment, and performance were assessed using a questionnaire. The data obtained were tested using the Chi-Square statistical test with the help of the SPSS application.*

Results: *The results showed that there was a relationship between motivation and commitment to the performance of posyandu cadres in stunting prevention efforts in Jambi City with a p-value of 0.000 and it was found that subjects who had low motivation had a chance of poor performance by 19.3 times compared to subjects who had high motivation and subjects who had low commitment had a chance of poor performance by 6.8 times compared to subjects who had high commitment.*

Conclusion: *The existence of high motivation and commitment from a cadre will trigger good cadre performance in stunting prevention efforts in Jambi City.*

Keyword: *Motivation, Commitment, Performance*

ABSTRAK

Latar Belakang: Kelaparan dan malnutrisi menjadi salah satu faktor utama yang menyebabkan peningkatan angka kematian dan penyakit di dunia. Dalam upaya mengatasi malnutrisi pada anak, tingkat global lebih berfokus pada anak dengan kondisi stunting. Kader posyandu yang memiliki kinerja baik adalah salah satu peran yang sangat diperlukan dalam upaya pencegahan stunting ini. Tujuan dari penelitian ini adalah untuk mengetahui hubungan antara motivasi dan komitmen terhadap kinerja kader posyandu dalam upaya pencegahan stunting di Kota Jambi.

Metode: Penelitian ini merupakan penelitian metode analitik observasional dengan desain penelitian *cross sectional study*. Subjek penelitian terdiri dari 117 kader aktif di Kota Jambi yang diambil dengan metode *proportional sampling* dan telah memenuhi kriteria inklusi dan eksklusi. Tingkat motivasi, komitmen, dan kinerja dinilai dengan menggunakan kuesioner. Data yang telah didapatkan diuji menggunakan uji statistik *Chi-Square* melalui bantuan aplikasi SPSS.

Hasil: Hasil penelitian didapatkan ada hubungan antara motivasi dan komitmen terhadap kinerja kader posyandu dalam upaya pencegahan stunting di Kota Jambi dengan nilai *p-value* 0,000 dan didapatkan bahwa subjek yang memiliki motivasi rendah memiliki peluang kinerja buruk sebesar 19,3 kali dibandingkan subjek yang memiliki motivasi tinggi dan subjek yang memiliki komitmen rendah memiliki peluang kinerja buruk sebesar 6,8 kali dibandingkan subjek yang memiliki komitmen tinggi.

Kesimpulan: Adanya motivasi dan komitmen yang tinggi dari seorang kader akan memicu kinerja kader yang baik dalam upaya pencegahan stunting di Kota Jambi.

Kunci: Motivasi, Komitmen, Kinerja