

# The Effectiveness of the Online Cadre Refresh Program on Capacity Building for Cadres in Toddler Posyandu Management During the Covid-19 Pandemic

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## ABSTRACT

One of the health services affected by the COVID-19 pandemic is the toddler posyandu, because that the implementation of toddler growth and development screening was non-optimal. The management of the Toddler Posyandu during the Covid-19 pandemic has its challenges to comply with the established health protocols. There is a need for education and training programs that can improve the ability of cadres to manage toddler posyandu during the COVID-19 pandemic. This study aims to look effectiveness of the cadre refresh program in increasing the ability of cadres to manage the toddler Posyandu during the Covid-19 pandemic. The research design was quasi-experimental with one group pretest posttest approach. The population in this study was 140 toddler cadre Puskesmas Baron Nganjuk with total sampling and using T-test data analysis. The ability of cadres to manage the toddler Posyandu showed an average score of 13.25 before the intervention and 14,75 after program. The result of data analysis indicates there is an effect of online refreshment program on capacity building toddler cadres with  $p$ -value = 0,000. It is indicate that the cadre refresh program has an impact on increasing the ability of toddler cadres. It was concluded that the cadre refresh program has an impact on increasing the ability of toddler cadres. Re-education will provide a learning experience again so cadres will recall the material they have learned and can broaden their understanding of the material presented by paying attention to updated knowledge and experience that they have experienced.

## I. Introduction

The outbreak of covid-19 has had an impact on all health services in Indonesia. The main focus of health services is to reduce the increase in the incidence of Covid and treatment for those who are confirmed to have Covid-19. The rapid spread of the Covid-19 outbreak has made various activity restrictions, especially those that have the potential to cause crowds. One of the health services affected by the COVID-19 pandemic is the toddler posyandu (Posyandu is the program from Primary Health Services with cadre as community empowerment). Posyandu toddlers have the potential to cause crowds to be limited or even abolished during the covid-19 pandemic. This has an impact on the non-optimal implementation of toddler growth and development screening so it has the potential to increase various child development problems such as nutritional problems (Friska & Andriani, 2022; Nurjanah & Damayanti, 2021; Wahyuntari & Herfanda, 2022; Widiastuti & Winarso, 2021).

Posyandu activity coverage has decreased in the 2020-2021 period to 65% less than the national target of 80%. The reduction in the number of visits and screening for growth and development of toddlers has the potential to cause various problems for growth and development and children's health



such as stunting and other nutritional problems. During the Covid-19 pandemic, data was obtained that there was a decline in the nutritional status of children as seen from Indonesia's 2020 health profile, namely 1.4% of toddlers with very underweight, and 6.7% of toddlers with underweight. This condition shows that health screening and child development through Posyandu are still very much needed even during the Covid pandemic. This condition is the background of the Indonesian president's policy to reactivate the toddler posyandu by complying with the co-19 protocol (Najdah & Nurbaya, 2021; Pane et al., 2022; Styawati & Ariany, 2021; Wahyuntari & Herfanda, 2022).

The management of the Toddler Posyandu during the Covid-19 pandemic has its challenges to comply with the established health protocols. There is a need for education and training programs that can improve the ability of cadres to manage toddler posyandu during the COVID-19 pandemic so that spikes in the incidence of COVID-19 can be prevented while screening for growth and development and health of toddlers remains optimal. (Diharja et al., 2022; Ifroh, 2020; Lahmadi et al., 2021a, 2021b; Rini & Kustriyani, 2021). This study aims to look at the effectiveness of the cadre refresh program in increasing the ability of cadres to manage the toddler Posyandu during the Covid-19 pandemic.

## II. Methods

The type of research used was pre-experimental, a namely experimental research design that aims to determine the effect of the cadre refresh program in increasing the ability of cadres to manage the toddler Posyandu during the Covid-19 pandemic using The One Group Pretest Posttest approach.

The population in this study was 140 toddler cadre Puskesmas Baron Nganjuk. The sample in this study was total sampling with all toddler cadre Puskesmas Baron Nganjuk who manage Posyandu in Baron Nganjuk. Intervention with refreshment cadre program with Zoom meeting. Pre-test and post-test were taken by questionnaires about the capability of the cadre to manage toddler posyandu in the Pandemic covid-19 with all health protocols.

## III. Results and Discussion

### Respondent Demographics

The characteristics of the respondents in this study were general data which included: occupation, education and length of working as cadres.

Table 1. Characteristics of Respondents

Criteria		N	%
Occupation	Housewife	131	94%
	Seller	2	1%
	Entrepreneur	5	4%
	Employee	1	1%
	Farmer	1	1%
Education	Elementary School	8	6%
	Junior High School	34	24%
	Senior High School	79	56%
	University	19	14%
Length of Working as Cadres	< 1 year	16	11%
	1-2 years	13	9%
	3-4 years	17	12%
	> 4 years	94	67%

Based on the table above, it is known that 94% works as housewife, 56% respondents has last education in senior high school and 67% respondents have been cadres for more than 4 years.

**Table 2.** Capacity Building Toddler Cadres Before and After Refreshment

	N	Min	Max	Mean	Sd
Capacity Building Pre Test	140	6	19	13,25	2,629
Capacity Building Post Test	140	6	19	14,75	2,725

Based on the table 2, it is known that the average capacity building toddler cadres assessment score before the online refreshment program is 13,25 with the lowest score is 6 and the highest is 19. After the therapy, the average score capacity building toddler cadres was 14,75 with the lowest score 6 and the highest 20.

**Table 3.** Results of Paired Sample T-Test The Effect of Online Refreshment Program on Capacity Building Toddler Cadres on Managing Posyandu During Covid-19 Pandemic

Pre-Test				Post-Test			Paired Sample T-Test	P-Value
Capacity Building Cadres	N	Mean	SD	N	Mean	SD	2,5705	0,00
	140	13,25	2,629	140	14,75	2,725		

The table above shows the effect of online refreshment program on capacity building toddler cadres ( $p\text{-value} = 0,000 < 0.05$ , so  $H_0$  was rejected). There is an effect of online refreshment program on capacity building toddler cadres.

The ability of cadres to manage the toddler Posyandu showed an average score of 13.25 before the intervention. This relatively high score is influenced by the experience of cadres who have long managed toddler posyandu. 67% of cadres had more than 4 years of experience managing a toddler posyandu, making their ability and responsiveness in managing the posyandu during the Covid-19 pandemic quite good. This is in line with the research of Statueo (2023) which shows that the experience of cadres greatly influences the skills and abilities of cadres in managing Posyandu. Cadres who have long experience will have the ability to solve problems based on best practices or previous trial and error so that they can sort and choose the best solution to the problem at hand. In addition, cadres who have served for a long time have better loyalty and a soul to serve, because they can last a long time in carrying out their duties as cadres. This condition will have an impact on their willingness to continue serving even in changing conditions such as a pandemic (Patungo, 2023; Rohmatin et al., 2020).

After giving the online cadre refresh program an increase in the ability of cadres to manage toddler posyandu with an average increase of 2.570 with a p-value of 0.00 which indicates that there was an effect of the online cadre refresh program on increasing the ability of cadres to manage toddler posyandu during the Covid-19 pandemic 19. These results indicate that the cadre refresh program has an impact on increasing the ability of toddler cadres. Re-education will provide a learning experience again so that cadres will recall the material they have learned and can broaden their understanding of the material presented by paying attention to updated knowledge and experience that they have experienced. In addition, the re-education program will provide a review and learning effect at the same time. Cadres will review their knowledge again by considering the experiences they have gone through, as well as they will get the latest knowledge updates that they can use as a basis for solving problems that they may be facing and will face in the future. That way they will be better prepared to carry out toddler posyandu services during a pandemic using the best method they have gone through and learned (Artanti & Ulya, 2023; Dafroyati et al., 2022; Dafroyati & Widyastuti, 2022; Setyaningsih et al., 2021).

However, the ability of post-refreshment cadres is also influenced by many things, one of which is the education level of the cadres. Less than 70% had senior secondary and tertiary education levels, affecting the skills improvement of post-refreshment cadres. Education is closely related to cognitive abilities, logical thinking, and problem-solving. Low education will make it difficult for cadres to receive, process, and understand the material presented. Moreover, the existence of new knowledge updates that have never been known requires good comprehension. Lack of ability to receive, process, and analyze new knowledge will make it difficult for them to implement new skills. So that a learning

process is needed more than once to optimize the understanding of cadres who will improve posyandu management skills during a pandemic (Himmawan, 2020; Rohmatin et al., 2020).

#### IV. Conclusion

The ability of cadres to manage the toddler Posyandu showed an average score of 13.25 before the intervention and 14,75 after program. The result of data analysis indicates there is an effect of online refreshment program on capacity building toddler cadres with  $p\text{-value} = 0,000$ . These results indicate that the cadre refresh program has an impact on increasing the ability of toddler cadres. Re-education will provide a learning experience again so that cadres will recall the material they have learned and can broaden their understanding of the material presented by paying attention to updated knowledge and experience that they have experienced.

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