



**EDUCATION ON MANAGEMENT CAPACITY BUILDING FOR POSYANDU CADRES
AT PUSKESMAS JUANDA**

Nur Asiza^{1a*}, Suwanto^{1b}, Muhammad Rafli Aidillah^{1c}, Nort^{2d}, Eka Yuliani^{2e}

¹ Lecturer Department of Health Administration, ITKES Wiyata Husada Samarinda, Indonesia

² Student Department of Health Administration ITKES Wiyata Husada Samarinda, Indonesia

^a nurasiza@itkeswhs.ac.id

^b suwanto@itkeswhs.ac.id

^c rafliaidillah@itkeswhs.ac.id

^d 20071003@itkeswhs.ac.id

^e 20071004@itkeswhs.ac.id

ARTICLE INFO

Keywords:

Preparation of annual work plans
Management
Training

ABSTRACT / ABSTRAK

Education on management capacity building for posyandu cadres at Puskesmas Juanda this task optimally. Management capacity building lack of knowledge, and the socio-economic condition of the family are factors that this effort. Therefore, monitoring management capacity buiding growth is coordinated through the role of the community through the Posyandu program. Posyandu Juanda , as one of the community-based health efforts, has a vital role in providing convenience to the community in obtaining essential services. To achieve this goal requires the role of a Posyandu cadres who has the knowledge and skills in monitoring development. The method of activity is carried out by providing material for participant development and practicum on how to assess and measure caders growth and development.

***Corresponding Author:**

Nur Asiza,
Department of Health Administration, ITKes Wiyata Husada Samarinda
Address. Kadrie Oening 77, Samarinda, Indonesia.
Email: Nurasiza@itkeswhs.ac.id

1. BACKGROUND

In order to achieve organizational goals, the most important thing is to have quality human resources, as stated by Schuler and Jackson (1997). This statement is indisputable, considering that HR is central in achieving the goals of the Organization. According to Wirman and Alvi (2014) HR plays an important role, especially in the life of public organizations, because it is the main determinant in developing organizational performance, and its role cannot be replaced by anything so it is very important in improving HR. This is because its main function is more engaged in regulation, decision making and policy facilities.

The implementation of posyandu cadres is a community servant who has responsibility for public services in order to realize community welfare. So, posyandu cadres have a very important role in public services. Related to the public's desire for posyandu cadres is the reliable performance provided in public services. A posyandu cadre becomes the fulcrum for the community in realizing their welfare.

Based on the problems encountered by partners, namely (1) some posyandu cadres are still not responsible for the work and obligations entrusted to them, as it can be seen that there are still many posyandu cadres who like to neglect their work. (2) some posyandu cadres still look late to work and leave the workplace during working hours, it can be seen that there are still posyandu cadres who prioritize personal affairs over office affairs, for example leaving the office on the grounds of participating in family events that may not be so important. (3). Performance is inconsistent with the objectives of the organization. The results of this observation were then even more convincing when we interviewed one of the posyandu cadres at the Juanda Health Center who said that many posyandu cadres were not together when there were obligations given and there were still posyandu cadres who were late in entering the office. Through partner problems, the title of this service is "Education on improving management capacity for posyandu cadres at the Juanda Health Center".

2. METHOD

The community service method is in the form of training on the preparation of an annual work plan at the Juandasebanyak Health Center for 15 people. Meanwhile, the method of activity with the

schedule of events is as follows: 1) Opening 2) Singing the song Indonesia Raya 3) Remarks by the head of the community service committee and the head of the Juanda Health Center 4) Management capacity material 5) Question and answer session 6) Closing

3. RESULT AND CONCLUSION

In this community service, it is to describe utilization of information systems at the Juanda Health Center. In this community service, the service gets data and information related to standard Utilization of information systems at the Juanda Health Center.

The distribution of community service participants according to the question and answer session is presented in table 1 as follows:

Table 1 Frequency Distribution Based on Discussion Presentation

Method	Frequency	Percentage
Utilization of information systems at the Juanda Health Center	I am understand standard utilization of information systems at the Juanda Health Center	95.0
	I am not understand utilization of information systems at the Juanda Health Center	5.0
	Total	100.0

Resourch: Primary data, 2022

Based on table 1, it can be concluded that the presentation of percentages such as exposure in the form of powerpoints that are the most in community service is that participants understand utilization of information systems at the Juanda Health Center, namely as many as 15 respondents (95%) and those who do not understand utilization of information systems at the Juanda Health Center as many as 5 respondents (5%).

The distribution of community service participants according to mentoring is presented in table 2 as follows:

Table 2 Frequency Distribution Based on Accompaniment Presentation

Method	Frequency	Percentage
Utilization of information systems at the Juanda Health Center	Presence	100.0
	Absent	0
Total		100.0

Resourch : Primary data, 2022

Education on improving management capacity for posyandu cadres at the Juanda Health Center to improve employee performance is an important part of the company both at the Juanda Health Center in establishing operational activities to achieve goals at the Hospital. The function of socialization of work organization culture at the Juanda Health Center aims to provide services so that the process of cooperation towards achieving hospital planning from before. Description of Education on improving management capacity for posyandu cadres at the Juanda Health Center to improve employee performance, namely health administrators are obliged to provide public good health services and are also obliged to facilitate the development of private health services. Thus, education on improving management capacity for posyandu cadres at the Juanda Health Center is in charge of regulating, fostering and supervising the implementation of health efforts that are equitable and affordable to the community, mobilizing community participation in the implementation and financing of health while still paying attention to social functions. Like the administrator, it is expected to be able to carry out its annual work plan at the Juanda Health Center.

4. SUMMARY AND ADVICE

Based on conclusions and suggestions related to "Utilization of information systems at the Juanda Health Center" went well. On the indicator of the accuracy of the target of community service participants at ITKES Wiyata Husada Samarinda, in order to maximize structuring medical records through label coloring.

5. ACKNOWLEDGE

Undergraduate Study Program in Health Administration ITKES Wiyata Husada Samarinda would like to thank all participants of the staff at Juanda Health Center who have supported this community service activity so that it runs well and smoothly.

REFERENCE

1. Kotler, Philip. 2002. *Manajemen Pemasaran di Indonesia: Analisis, Perencanaan, Implementasi dan Pengendalian*. Jakarta: Salemba Empat.
2. M. Daryanto. 2010. *Adminitrasi Pendidikan*. Jakarta: Rineka Cipta.
3. M. Naglim, Purwanto, Drs, M.Pd. 2008. *Adminitrasi dan Supervisi Pendidikan*. Bandung: PT. Remaja Rosdakarya.
4. Ratminto & Atik Septi W. 2005. *Manajemen Pelayanan*. Yogyakarta: Pustaka Pelajar. Riduwan,
5. Sunarto. 2007. *Manajemen Sumber Daya Manusia*. Yogyakarta. Ust Press.
6. Saleh, Akh Muwafik. 2010. *Public Service Communication*. Malang: UMM Press.