

Factors Relating To The Integrated Service Post Cader Activity in Puskesmas of Pania Regency

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Abstract - Background Integrated Service Post (Posyandu) is the most community-driven Community Empowerment Effort (UKBM) today. Posyandu, which includes five priority programs: Family Planning (KB), Mother and Child Health (KIA), Nutrition, Immunization, and diarrhea prevention proved to have great leverage to decrease infant mortality rate. The purpose to know the factors related to the liveliness of cadres in Posyandu activities at Paniai Puskesmas in 2017. The research method used in this research is observational with Cross Sectional Studi. Populasi in this research is all cadres of Posyandu in 6 puskesmas District of Paniai Provinsi Papua as many as 100 people and sample of 50 people with sampling technique that is Purposive sampling. Result of satistic test there is correlation between Knowledge with liveliness -value = 0,79, Education with liveliness of posyandu of posyandu cadre - value ρ -value = 0,31, attitude with liveliness of posyandu cadre ρ cadre = .031 Social Culture with liveliness of posyandu cadre ρ -value = 0.043, Confidence with liveliness of posyandu cadres ρ -value 0.053, Social Economy with liveliness of posyandu cadres ρ -value = 0.13, Motivation with liveliness of posyandu cadre ρ -value = 0.034 Training with liveliness of posyandu cadre ρ -value = 0.062. It is expected that health workers are expected to continue to mobilize posyandudalam cadres in conducting posyandu activities actively by giving periodical counseling to posyandu cadres and for the community to participate actively to support posyandu cadres.

Keywords: Activity cadres, Posyandu.

I. INTRODUCTION

Integrated Service Post (Posyandu) is the most community-driven Community Empowerment Effort (UKBM) today. Posyandu, which includes five priority programs: Family Planning (KB), Mother and Child Health (KIA), Nutrition, Immunization, and diarrhea prevention proved to have great leverage to decrease infant mortality. As one of the public health services directly in touch with people at the lower level (Adisasmito, 2010). Since the design of posyandu in 1984 the posyandu in Indonesia has been growing rapidly from 1985 the number of posyandu as many as 25,000 to 456,424 Posyandu until lalum 2008. In Papua Province in 2008 the number of cadres reported was 55,342 cadres with the number of Posyandu as many as 8,859 units. The ratio of cadres to Posyandu on average 6 cadets per Posyandu decreased to 5 cadres per Posyandu.

In 2009 the number of Posyandu is about 9,673 and active as many as 7,956 units of cadre ratio to Posyandu as many as 6 cadres per Posyandu or there are between 5 cadres per Posyandu. In 2010, the number of Posyandu became 89.29 and active as many as 8,997 fruit with racokader to Posyandu into 5 Posyandu cadres or between 5-6 cadres per Posyandu. (Dinkes Papua, 2010).

The results of the monitoring of the annual report on the Family Immunity Dept. of Family Health Office, revealed that since the crisis, the cadre's morale tended to decline, indicated by the declining cadres' activity, seen in 2008. The number of active posyandu as many as 7,062 posyandu (80.19% , but active cadres were 18,945 people (56.89%), inactive cadres (43.1%). Data obtained and health profiles in 6 Puskesmas in Paniai District of Papua Province 2017, that the number of Posyandu in the assisted area as many as 25 units with the number of cadres as many as 60 people in each Posyandu there are 4 cadres per Posyandu which serves to provide services to the community. The number of active cadres is 52 people (80.19%), cadres who are inactive 8 people (3.33%).

Posyandu as a form of community participation activities with executive staff of the volunteer cadre role, participation mainly depends on the security and capacity of cadres and public acceptance The government is only helpful and guiding, but the fact shows that the number of cadre involvement is still very low and the implementation of posyandu is still handled by health officers and not entirely by the cadre on the activities of 5 tables. The skill of the cadre that is considered to be the minimum is individual counseling on table 4 is not berfungsi. The above mentioned activities are clear that the community will participate actively in organizing posyandu activities, so it should be supported by the high society education will increase the knowledge and knowledge of the community to be active in the Posyandu gait, and the need for knowledge development, motivation and technical program health-related efforts undertaken by posyandu cadres, this is what motivates researchers to know how to figure out Posyandu cadres related to knowledge, motivation, socio-culture, trust and training based on liveliness in Posyandu

activities. To know the factors related to the liveliness of cadres in Posyandu activities at Paniai District Health Center 2017.

II. MATERIALS AND METHODS

The type of research used is observational with Cross Sectional Study approach, that is the type of research that emphasizes on the measurement time of independent and dependent variable data with one measurement (Nursalam, 2013).

The study was conducted at Six Public Health Centers in PaniaiProvuaPapua District in October 2017. Population in this research is all cadre of Posyandu at 6puskesmas District of PaniaiProvinsiPapua as many as 100 people and number of samples taken as many as 50 people.

III. RESEARCH RESULT

Characteristics of Respondents

a. Respondent's characteristic Posyandu cadres based on knowledge in Paniai District (n = 50)

Knowledge	(n)	(%)
Good	36	72.0
Enough	14	28.0
Total	50	100.0

Table 1. It is well known that 36 respondents (72%) and knowledgeable respondents are 14 (28%).

b. Respondent's characteristic Posyandu cadres based on attitude in Paniai District (n = 50)

Attitude	(n)	(%)
Good	34	68.0
Patient	15	30.0
Rude	1	2.0
Total	50	100.0

Based on table 2 above diketahui respondents who are good as much as 34 (68%), who are patient as much as 15 (30%) while the rough one as much as 1 (2%) respondents.

c. Respondent's characteristic of Posyandu cadres based on Cultural Values in Paniai District (n = 50)

Cultural value	(n)	(%)
Support	43	86.0
Less support	7	14.0
Total	50	100.0

Based on table 3 above is known that the supporting cultural values as much as 43 (86%) and less support as much as 7 (14%).

d. Respondent's characteristic of Posyandu cadres by Education in Paniai District (n = 50)

Table 4. Education in Paniai District

Education	(n)	(%)
> junior high sc	37	74.0
< junior high sc	13	26.0
Total	50	100.0

Based on table 4 above it is known that respondents with above junior high school education as much as 37 (74%) respondents and who educated under junior high as 13 (26%).

e. Respondent's characteristic of Posyandu cadres based on Socio-Culture in Paniai District (n = 50)

Table 5 Socio-Culture in Paniai District

Social economy	(n)	(%)
> 1 million	39	78.0
< 1 million	11	22.0
Total	50	100.0

Based on table 5 above is known that the income of respondents above one million as many as 39 (78%) and respondents who earn under one million as many as 11 (22%) respondents.

f. Respondent's characteristic of Posyandu cadres based on Belief in Paniai District (n = 50)

Table 6. Belief in Paniai District

Believe	(n)	(%)
Protestan	40	80.0
Katolik	10	20.0
Total	50	100.0

Based on the table of 6 diatas it is known that the religion of respondents is the most 40 (80%) of respondents and who are Catholic as many as 10 (20%) of respondents.

g. Respondent Characteristics of Posyandu Cadres by Training in Paniai District (n = 50)

Table 7. Training in Paniai District

Training	(n)	(%)
> 2 times	40	80.0
< 2 times	10	20.0
Total	50	100.0

Based on table 7 above it is known that the respondents who have attended training > 2 times as many as 40 (80%)

and respondents who participated in training under <2 times 10 (20%) respondents.

h. Respondent's characteristic Posyandu cadres based on motivation in Paniai District (n = 50)

Table 8. Motivation in Paniai District

Motivation	(n)	(%)
Good	34	68.0
Enough	16	32.0
Total	50	100.0

Based on table 8 above is known that cadres who have good motivation as much as 34 (68%) and cadres who have enough motivation as much as 16 (2%).

Table 10. Relationship Knowledge with liveliness of posyandu cadres in Paniai District

Knowledge	Cadre activeness				Total		p-value	OR 95% CI
	Active		Not active		n	%		
	n	%	n	%				
Good	27	54.0	9	18.0	36	72.0	.079	1,2
Enough	10	20.0	4	8.0	14	28.0		
Total	37	74.0	13	26.0	50	100		

Based on the above table categorized the activity of cadres with good knowledge as much as 27 (54%), which is not actively well educated as much as 9 (18%) while the cadres are not active with enough knowledge as much as 10 (20%) and who are not active and educated enough 4 (8%). -value = 0.79 and OR95% CI = 1,2.ρThe result of chi-square test

Table 11. Education Relationship with the activeness of posyandu cadres in Paniai District

Education	Cadre activeness				Total		p-value	OR 95% CI
	Active		Not active		n	%		
	N	%	n	%				
> junior s	26	52.0	11	22.0	37	74.0	.031	0.143
< junior s	11	22.0	2	4.0	13	26.0		
Total	37	74.0	13	26.0	50	100		

Based on the above table are cadres who are active with the above education > SMP as much as 26 (52%) and inactive as much as 11 (22%). whereas educated cadres <junior high school are inactive as many as 11 (22%) and inactive are 2 (13%). -value = 031 and the value of OR95% CI = 0.143.ρChi-square test results obtained value

Table 12. Relationship of attitude with liveliness of Posyandu cadres in Paniai District

Attitude	Cadre activeness				Total		p-value	OR 95% CI
	Active		Active		n	%		
	n	%	n	%				
Good	23	46.0	11	22.0	34	68.0	.031	.031
Patient	13	26.0	2	4.0	15	30.0		
Rough	1	2.0	0	0	1	2.0		
Total	37	74.0	13	26.0	50	100		

Activity Data of Posyandu Cadres in Paniai District

Table 9. Characteristics of Respondents based on the activeness of cadres in Paniai District (n = 50)

Cadre Character	(n)	(%)
Active	37	74.0
Less active	13	26.0
Total	50	100.0

Based on table 9 above it is known that active posyandu cadres are 37 (74%) while posyandu cadres are less active as much as 13 (26%) respondents.

Based on the above table, there are 23 (46%) active and active cadres and 11 (22%) of inactive persons. Kader who is katif and be patient as much as 13 (26%) and that is not active as much as 2 (4%). active and abusive cadres of 1 (2%). Chi-square statistical test results obtained value .031 and the value of OR 95% CI = .031.

Table 13. Socio-Cultural Relationship with the activeness of Posyandu cadres in Paniai District

Sociocultur	Cadre activeness				Total		p-value	OR 95% CI
	Active		Not Active		n	%		
	n	%	n	%				
Support	34	68.0	9	18.0	43	86.0	.043	.037
Not support	3	6.0	4	8.0	7	14.0		
Total	37	74.0	13	26.0	50	100		

Based on the above table are active and socio-cultural cadres supporting 34 (68%) and 9 (18%), while active and socio-cultural cadres do not support as many as 3 (6%) and those who do not support as many as 4 (8%). The result of statistical test with Chi-square test obtained p-value value of 0.043 and OR 95% CI = 0.37.

Table 14. Relation of trust with the activeness of posyandu cadres in Paniai District

Believe	Cadre activeness				Total		p-value	OR 95% CI
	Active		Not Active		n	%		
	n	%	n	%				
Kristen Protestan	32	64.0	8	16.0	40	80.0	.053	0.040
Katolik	5	10.0	5	10.0	10	20.0		
Total					50	100		

Based on the above table are cadres who are active with Protestant Christian beliefs of 32 (64%) and 8 (16%) of inactive and 5 (10%) non-active Catholic cadres and 5 (10%) non active volunteers . Hasoil statistic test with Chi-square test obtained p-value 0.053 and OR 95% CI = 0.040.

Table 15. Socio-Economic Relations with the activeness of Posyandu cadres in Paniai District

Social economy	Cadre activeness				Total		p-value	OR 95% CI
	Active		Not Active		n	%		
	N	%	n	%				
>1 million	29	58.0	10	20.0	39	78.0	.013	1.088
<1 million	8	16.0	3	6.0	11	22.0		
Total	37	74.0	13	26.0	50	100		

Based on the above table are cadres who are active with the social economy > 1 Million as many as 29 (58%) and 10 (20%) inactive). while the cadres are active with the socioeconomic <1 Million as many as 8 (16%) and the inactive 3 (6%). The results of statistical test with Chi-square test obtained p-value value of 0.13 and the value of OR 95% CI of 1.088.

Table 16. Relationship Motivation with the activeness of Posyandu cadres in Paniai District

Motivation	Cadre activeness				Total		p-value	OR 95% CI
	Active		Not Active		n	%		
	N	%	n	%				
Good	23	46.0	10	20.0	33	66.0	.034	.493
Enough	14	28.0	3	6.0	17	34.0		
Total	37	74.0	13	26.0	50	100		

Based on the above table, there were 23 (46%) active and active cadres (23%) and 10 (20%) active volunteers, while the active cadres with motivation were 14 (28%) and 3 (6%) inactive. The result of statistical test with Chi-square test obtained p-value value of 0.034 and OR 95% CI value of 0.493.

Table. 17. Relationship Exercise with the activeness of posyandu cadres in Paniai District

Training	Cadre activeness				Total		p-value	OR 95% CI
	Active		Not Active		n	%		
	n	%	n	%				
≥ twice	29	58.0	11	22.0	40	80.0	0.062	.659
< twice	8	16.0	2	4.0	10	20,0		
Total	37	74.0	13	26.0	50	100		

Based on the above table are active cadres with training ≥ twice as many as 29 (58%) and inactive as many as 11 (22%) while active cadres with training <twice as many as 8 (16%) and not 2 (4%). The result of statistical test with Chi-square test obtained p-value value of 0.062 and OR 95% CI of 0.659.

IV. DISCUSSION

Relationship between Knowledge with the activeness of Posyandu cadres in Paniai District Based on the result of the research, there were 27 (54%), not well educated (9%), and less active cadres (10%) and inactive (4%)). -value = 0.79 and OR95% CI = 1,2.ρThe result of chi-square test. A cadre is a community member selected from the local community, approved and nurtured by LKMD, willing and able to work voluntarily, can read and write Latin letters and have time to work for the community in addition to making a living. The existence of cadres is a form of community participation and is an indicator for the participation of the community, especially in the development of health, so that the presence of cadres in achieving the purpose of posyandu is very important.

One of the factors affecting the level of activity of the cadre is the level of knowledge. In the cognitive domain or knowledge, the understanding of a knowledge is the first part of the level of knowledge. Understanding or know is the beginning to know everything. This causes understanding or know is the main part in the knowledge level even at the lowest level of knowledge. Knowledge or cognition is a very important domain in shaping one's actions or behavior. From experience it is evident that knowledge-based behaviors will be more lasting than behaviors that are not based on knowledge. Lack of knowledge on posyandu will result either directly or indirectly to compliance behavior for mothers to utilize posyandu (Notoatmodjo, 2010). Based on the result of the research, it can be concluded that the less knowledgeable cadres (69.8%) have a risk to become inactive in posyandu activities and vice versa, well-informed cadres (59.3%) tend to be active in posyandu activities. Knowledge of cadres about Posyandu is one of the factors that can influence the activity of cadre. According to Notoatmodjo (2010), knowledge or cognitive

is a very important domain for the formation of one's behavior. Knowledge of cadres about posyandu management is very important to have Posyandu cadres. Knowledge of cadres about Posyandu management will affect the willingness, motivation and behavior of cadres to activate posyandu activities, so that will affect the implementation of Posyandu work program (Harisman, 2012).

Research Nurdiana D (2009) said that there is a significant relationship between knowledge with posyandu performance. The high level of knowledge of cadres make its performance as a good cadre and impact on the implementation of posyandu program. The better the knowledge level of a cadre the better the level of activity in the implementation process of posyandu. One of the factors that influence the level of liveliness of the cadres besides education is the level of knowledge. In the cognitive domain or knowledge, the understanding of a knowledge is the first part of the knowledge level. Knowledge or cognitive is a very important domain in shaping one's actions or behavior. From experience it is evident that knowledge-based behaviors will be more lasting than behaviors that are not based on knowledge. Lack of knowledge on posyandu will have a direct and indirect impact on maternal obedience behavior to take advantage of posyandu. Therefore a Posyandu cadre must have good knowledge about posyandu in order to motivate himself to be actively involved in every posyandu activity (Notoatmodjo, 2010).

Based on the description of research results concluded there is a significant relationship between knowledge with the activeness of posyandu cadres in Paniai District.

Relationship between Education with the activity of Posyandu cadres in Paniai District

Based on the results of research cadres are active with the above education> SMP as much as 26 (52%) and the

inactive as much as 11 (22%), whereas educated cadres <junior high school are inactive as many as 11 (22%) and inactive are 2 (13%). χ^2 -value = 0.31 and the value of OR95% CI = 0.143. χ^2 -test results obtained value. Education is all the effort planned. To influence others, whether these are people or the community so they do what the educational offender expects. A sufficient degree of education is the foundation for the development of insights and means to enable one to receive new knowledge, attitudes, and behaviors.

The results of this study are not in line with Desy Agustina (2013) there is a relationship between education with the activeness of posyandu cadres at Peusangan Siblah Krueng health center in Bireuen regency. According to researcher assumption, that education is very important factor for a cadre in running posyandu. A highly educated cadre will certainly find it easier to receive updated information about posyandu and more easily carry out the tasks and roles as posyandu cadres. Based on the description of research results concluded there is a significant relationship between education with the activeness of posyandu cadres in Paniai District.

Relationship between attitude and liveliness of Posyandu cadres in Paniai District Based on the results of research cadre cadres are active and good as much as 23 (46%) and the inactive as much as 11 (22%). Kader who is katif and be patient as much as 13 (26%) and that is not active as much as 2 (4%). active and abusive cadres of 1 (2%). χ^2 -square statistical test results obtained value .031 and the value of OR 95% CI = .031.

Attitude theory in psychological variables that influence the work behavior of a person, where psychological variables that include perception, personality, attitude and learning are declared very complex and difficult to measure. This can happen because the attitude is still not a form or the form of an action or activity but still a predisposition or cause of action of a behavior, as stated Notoatmodjo (2010), so it can still be influenced by other factors that may be a compulsion or just follow a friend's invitation. However, the results of this study can give a bright hope to increase the activeness of the cadres, because although the negative attitude of the cadres is high but can still be active in posyandu activities. Attitude is a response or reaction that is still closed from someone to something. An attitude does not automatically manifest in a real action. Attitudes can be manifested in a real action if supported by other factors such as facilities and support from others.

Based on the description of research results concluded there is a significant relationship between attitude with the activeness of posyandu cadres in Paniai District. Relationship between Social Culture with the activeness of Posyandu cadres in Paniai District. Based on the results of

the study cadres are active and socio-cultural that supports as many as 34 (68%) and the inactive 9 (18%), while the cadres are active and socio-cultural does not support as much as 3 (6%) and that does not support as many as 4 (8%). The result of statistical test with χ^2 -square test obtained p-value value of 0.043 and OR 95% CI = 0.37.

Each community group has unique traditions, customs and cultures and will influence the way of thinking (how to see things), how to behave, how to behave that berorientasi science in facing health problems to be healthy and appropriate in utilizing health services. Those norms concerning the habits of life, customs and traditions of life used hereditary. Tradisi / habits of behaving health is already a tradition attached to a group of people that prevailed from generation to generation. Culture influences a person to follow certain patterns of behavior that others have made. The results showed that posyandu cadres who received the tradition value support or not support the posyandu use the same, the existing tradition of the region is still thick in themselves, for physical health remains to be considered if ill certainly use the health services that also see the condition because the elderly ill do not have to consume medicines can also consume herbal medicine, herbal remedy which is natural because natural medicine has no side effect. Cultural competence demands the practitioners and the service system to understand the community towards the health needs. The social and cultural habits of society

Based on the results of the study, there were 32 (64%) active cadres and 32 (64%) of non-active Christian Protestants, while the remaining 5 (10%) Catholic cadres were inactive (5%). Hasoel statistic test with χ^2 -square test obtained p-value 0.053 and OR 95% CI = 0.040. Trust is a belief about the truth about something felt in the culture that exists in that society. Sehingabiladalam people have wrong beliefs about something makadapatmambathambat behavior change. Communities who believe in a particular belief in posyandu, can influence a behavior that will affect the cadres' ability in the posyandu activities (Zein, 2005). The better a person's trust will be the better the attitude is formed, so that in the end make the better the behavior raised by the person (Notoatmodjo, 1993). Trust is based on people who have information about an object or action. The health theory of behavior change is based on the idea that any one activity will be based on their beliefs, so that in facing a health behavior will affect the health status of the individual (Naidoo and Wills, 2000). Based on the description of research results concluded there is a significant relationship between trust with the activeness of posyandu cadres in Paniai District.

The relationship between Social Economy and the activeness of posyandu cadres in Paniai District

Based on the results of research cadres are active cadres with social economy > 1 Million as much as 29 (58%) and the inactive as much as 10 (20%). while the cadres are active with the socioeconomic <1 Million as many as 8 (16%) and the inactive 3 (6%). The results of statistical test with Chi-square test obtained p-value value of 0.13 and OR 95% CI of 1,088. According to Sari (2015), socio-economic status as well as 2 different branches of science, but between them there is actually a close relationship, one case if the economic needs are not met it will cause social impacts in society. Social impacts in the community can certainly be minimized with support from community leaders such as Umayana and Widya (2011) research results, lack of support from community leaders, 1.52 times less likely to cause inactive cadres in Posbindu activities.

One's social economy is influenced by the amount of family income. Revenue is the sum of the income of all family members. As high as the income level of the cadre's family, the cadres will be more active in the access services. One's education is an important factor in getting a job opportunity. A highly educated person will get a chance to get a better job to run with a low-income person. The decent work will earn a higher wage than the lower educated. The level of income will affect the activeness of cadres in utilizing posyandu activities. The higher the socio-economic level of a cadre, the more active the cadre will be in the posyandu activities. Based on the research result, it can be concluded that there is a significant correlation between socioeconomic with the activity of posyandu cadre in Paniai Regency.

Relationship between Motivation with liveliness of posyandu cadres in Paniai District

Based on the result of the research, there were 23 (46%) and 10 (20%) active cadres, while the active cadres with motivation were 14 (28%) and the inactive were 3 (6%). The result of statistical test with Chi-square test obtained p-value value of 0.034 and OR 95% CI value of 0.493. According to Djuhaeni (2010), cadre motivation is one factor that can affect the activity of cadres. Motivation is the most dominant factor, either from within themselves or from outside / the environment. Often found low motivation cadres because busy with daily work. Prang Research (2013) states that the motivation factor of cadres is a factor that can affect the activeness of Posyandu cadres. Sanusi research (2006) stated that most of cadre motivation is low because it disturbs their work activity by posyandu activity, while active cadre is motivated to conduct Posyandu activity because they feel benefit and incentive from posyandu activity.

A cadre who is motivated to feel appreciated by the community and his family makes him more active to act as a cadre. Moreover cadres are given guidance to increase their knowledge. Motivation of posyandu cadres will

increase if supported by facilities that should exist such as tables, books, scales, gauges of height and so on in order to facilitate the activities in posyandu. The more motivated cadres will be more active in the posyandu activity. Based on the description of research results concluded there is a significant relationship between motivation with the activeness of posyandu cadres in Paniai District.

Relationship between Training with the activity of Posyandu cadres in Paniai District

Based on the results of the study, cadres were active with the training \geq twice as many as 29 (58%) and the dormant were 11 (22%) while the active cadres with training <twice as many as 8 (16%) and not 2 (4%). The result of statistical test with Chi-square test obtained p-value value of 0.062 and OR 95% CI of 0.659. Training is an effort of activities undertaken to improve the skills, knowledge, technical skills and dedication of cadres (Ministry of Health, 2011). Cadres training is an effort activity undertaken to improve skills, knowledge, technical skills and dedication of cadres. Posyandu services can be expanded by improving the quality and quantity of services on open house visits. And can create a conducive climate to provide health services with the fulfillment of facilities, infrastructure, reporting and data collection posyandu work. Knowledge will increase thanks to the ability of doctors and puskesmas staff to provide additional when they come to supervise. (MOH, 2009). This research is also supported by research conducted by Fatma (2012) with the result that someone who is good will realize good practice or action and to realize attitude in order to become an action or action that is real need supporting factor or supporting condition, facilities, and infrastructure and support from other parties. This is in accordance with this study, where after the cadre training the attitudinal values are improved as well as the value of practice or skill, Mallongi. A., (2016). Based on the description of research results concluded there is a significant relationship between training with the activeness of posyandu cadres in Paniai District.

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