

## Analysis Of The Motivation Of Health Workers On The Implementation Of Early Detection Of Growth And Development Of Toddlers

Nur Hasanah Fatimah<sup>1</sup>, Retno Palupi Yonni Siwi<sup>2\*</sup>, Agusta Dian Ellina<sup>3</sup>, Nita Dwi Astikasari<sup>4</sup>

S1 Midwifery Study Program, Faculty of Nursing and Midwifery, STRADA University Indonesia

\*Corresponding author : [palupi.siwi@gmail.com](mailto:palupi.siwi@gmail.com)

### ABSTRACT

Monitoring of the growth and development of toddlers is carried out by health workers who are part of the early detection program for the growth and development of toddlers under the guidance and supervision of the district/city health office. The improvement in the performance of health workers is influenced by motivation in solving all health problems, including the aspect of early detection of the growth and development of toddlers. The motivation of health workers is the main pillar in the world of health services. Motivation will provide energy for health professionals to provide the best service to patients and the community. This study aims to identify the motivation of health workers for the implementation of the early detection program for the growth and development of toddlers at the Kelapa Lima Health Center, Merauke Regency. The type of research used is analytics with a *cross sectional* approach, free variables are the motivation of health workers and the bound variable is the implementation of early detection of toddler growth and development at the Kelapa Lima Health Center so that this research is carried out in an observational manner, and is a type of correlational analytical research with a *cross sectional* approach. The Chi-Square *statistical test was used* to determine the relationship between the two variables. The results of this study are most of the motivation of health workers with a good category and in the implementation of early detection of growth and development with a good category as many as 12 health workers (47.6%) and some of the motivation of health workers with a poor category and in the implementation of early detection of growth and development with a poor category as many as 1 health worker (2.4%). In the chi square test, a significance of  $0.005 > 0.05$  was obtained, which can be concluded that there is a relationship between the motivation of health workers and the implementation of early detection of growth and development.

**Keywords:** Early Detection, Motivation, Health Workers, Growth and Development, Toddlers

## INTRODUCTION

The growth and development of toddlers is part of an important developmental phase in early childhood life. These changes involve significant physical, cognitive, emotional, and social, forming the basis for development into adulthood. The growth and development of toddlers includes various aspects, including physical growth, the development of motor skills, cognitive abilities, and social relationships. The prevalence of developmental deviations in children under 5 years of age in Indonesia reported by WHO in 2016 was 7,512.6 per 100,000 population (7.51%) (WHO, 2019).

The implementation of early detection of child growth and development involves community participation, one of which is in this case health cadres determine the success of achieving early detection coverage and stimulation of the growth and development of children under five (Olive et al., 2018).

The motivation of health workers is part of the awareness of responsibility so that it requires special attention from the government which can be in the form of recognition and incentives by ensuring that the welfare of health workers can be fulfilled. Work motivation is very important to have for health workers who must play an active role in realizing the agency's goals and as health service implementers, because the success of a service depends a lot on health service implementers (Rahmawati et al., 2021).

Motivation is basically a mental condition that encourages the implementation of an action or *activity* and provides strength that leads to the achievement of needs, gives satisfaction or reduces imbalances. If work motivation is low, then the performance results will also be low even though they have the ability. The motivation of health workers can have an impact on success in health services, one of which is the implementation of early detection of the growth and development of toddlers.

The implementation of early detection involves the community which plays a role as a form of supervision on the development of toddlers. Application of Early Stimulation of Growth and Development Detection Intervention (SDIDTK) in Cadres for Early Detection of Child Growth and Development in Argasunya Village, Harjamukti District, Cirebon City (Olive et al., 2018). Various stages that can be carried out to supervise children's growth and development, namely through counseling programs and campaigns, through this activity the community is invited to actively participate in supporting early detection efforts so that early detection of toddler growth and development is not just a routine but a collective effort of health workers and the community, especially parents of toddlers to ensure that every toddler grows into a healthy individual, intelligent, and happy.

Health efforts carried out from the time the child is still in the womb until the first 5 years of life, aimed at maintaining his or her survival while improving the quality of life of children in order to achieve optimal growth and development both physically, mentally, emotionally, and socially and have multiple intelligences according to their genetic potential (Fredy Akbar, 2020). In addition, the implementation of early detection is not only about finding potential growth and development disorders, but also about providing the necessary solutions and support by providing complete and balanced nutritional intake.

Based on data from the Central Statistics Agency (BPS), there are currently 30.83 million early childhood children in Indonesia. Of these, 13.56% are infants (age <1 year), 57.16% are toddlers (age 1-4 years), and 29.28% are preschool children (age 5-6 years). Indonesia's early childhood sex ratio is 103.44. The figure shows that early childhood is more male than female. Meanwhile, according to the area of residence, as many as 55.94% of early childhood children live in urban areas while those living in rural areas 44.06%.

However, the services provided by health workers are not good which may be affected by work motivation. In Merauke district, the 2023 data shows that the number of toddlers in Merauke Regency is 12,466 and in the working area of the Kelapa Lima health center is 1,559 toddlers. The toddlers served by the Early Detection of Toddler Growth and Development were 537 toddlers. The number of complete toddler services is 230 toddlers. Deviation of the number of 0 toddlers.

The results of the brief interview were conveyed motivation that was not in the good category because the facilities owned by health workers were still minimal, such as the availability of computers for the recapitulation of the results of early detection of children's growth and development, so that health workers waited if the available computers could be used. In addition, the unstable internet network makes it difficult for health workers to coordinate properly. The problem of motivation faced by health workers in the context of early detection of child growth and development at the Kelapa Lima Health Center, Merauke Regency, limited human resources, considering that the Merauke Regency area is geographically difficult to reach so that the workload of health workers is high, in addition to the lack of training in providing early detection services, so Merauke Regency policies are needed to increase the effectiveness of early detection of growth and development by health workers.

Based on the description above, the author is interested in conducting research on "Analysis of Motivation of Health Workers on the Implementation of Early Detection of Toddler Growth and Development at the Kelapa Lima Health Center, Merauke Regency"

## METHODS

The type of research used is analytics with *a cross sectional approach*. This research aims to analyze the motivation of health workers towards the implementation of early detection of toddler growth and development at the Kelapa Lima Health Center so that this research is carried out in an observational manner, and is a type of correlational analytical research with *a cross sectional approach*.

The number of samples used by the researchers in this study was all health workers at the Kelapa Lima health center who met the inclusion criteria totaling 42 health workers.

The type of questionnaire in this study is a question that is already available as well as an answer so that respondents only need to choose one answer that is considered correct and provide a check or sign given according to the results given.

The reason for this study was because in a preliminary study conducted on 10 respondents using a questionnaire, it was found that 3 respondents (30%) had good motivation, 3 respondents (30%) had sufficient motivation and 4 respondents (40%) had low motivation

## RESULTS

Table 1.

Frequency distribution of respondents' gender characteristics

Concurrent Positions	Sum	%
Yes	19	45.2
Not	23	54.8
Total	42	100

Based on table 1, it was obtained that, in the category of dual positions, most of them were not as many as 23 health workers (54.8%)

Table 2  
Frequency distribution of the characteristics of the respondent's last education

Education	Sum	%
DIV/S1	27	64.3
S2/S3/Specialist	2	4.8

Based on table 2, it was obtained that in the last education category, most of the DIV/S1 were 27 health workers (64.3%).

Table 3  
Variable frequency distribution of research

Motivation of Health Workers	Sum	%
Good	23	54.8
Enough	16	38.1
Less	3	7.1
Total	42	100

Based on table 3, it was obtained that, in the category of motivation of health workers, the most **good** were 23 health workers (54.8%).

Table 4

Implementation of Toddler Growth and Development	Sum	%
Good	1	2.4
Good	1	2.4
Enough	21	50
Less	20	47.6

Based on the table above, it was obtained that the implementation of early detection of growth and development of toddlers with **the category of Sufficient** was 21 health workers (50%).

Table 5  
Cross-tabulation of dual positions with the motivation of health workers.

Rangkap_jabatan	Categories Motivation						Total	
	Less		Enough		Good			
	$\Sigma$	%	$\Sigma$	%	$\Sigma$	%	$\Sigma$	%
Yes	1	2.4	7	16.7	11	26.2	19	45.2
Not	2	4.8	9	21.4	12	28.6	23	54.8
	3	7.1	16	38.1	23	54.8	42	100.0

Based on the table above, data was obtained that most of the types of non-dual positions and in the category of motivation of health workers with a good category as many as 12 health workers (28.6%).

Table 6  
Cross-tabulation of dual positions with the Implementation of Early Detection of Growth and Development

Rangkap_jabatan	Categories Success						Total	
	Less		Enough		Good			
	Σ	%	Σ	%	Σ	%	Σ	%
Yes	1	2.4	7	16.7	11	26.2	19	45.2
Not	0	0.0	14	33.3	9	21.4	23	54.8
Total	1	2.4	21	50.0	20	47.6	42	100.0

Based on the table above, data was obtained that most of the types did not have dual positions and in the category of implementation of early detection of growth and development of the category was enough as many as 14 health workers (3.33%).

Table 7

Cross-tabulation of education with the motivation of health workers.

Pendidikan Terakhir	Categories Motivation						Total	
	Less		Enough		Good			
	Σ	%	Σ	%	Σ	%	Σ	%
D-III	0	0.0	5	11.9	8	19.0	13	31.0
DIV/S1	3	7.1	11	26.2	13	31.0	27	64.3
S2/Specialist	0	0.0	0	0.0	2	4.8	2	4.8
Total	3	7.1	16	38.1	23	54.8	42	100.0

Based on the table above, data was obtained that most types of DIV/S1 Education and in the category of motivation of health workers with a sufficient category were 13 health workers (31%)

Table 8

Cross-tabulation of education with the Implementation of Early Detection of Growth and Development

Pendidikan_Terakhir	Categories Success						Total	
	Less		Enough		Good			
	Σ	%	Σ	%	Σ	%	Σ	%
D-III	0	0.0	6	14.3	7	16.7	13	31.0
DIV/S1	1	2.4	14	33.3	12	28.6	27	64.3
S2/Specialist	0	0.0	1	2.4	1	2.4	2	4.8
Total	1	2.4	21	50.0	20	47.6	42	100.0

Based on the table above, data was obtained that most of the last education of DIV/S1 health workers and in the category of implementation of early detection of growth and development in the category was enough as many as 14 health workers (3.33%).

Table 9

Cross-tabulation of health workers' motivation towards the Implementation of Early Detection of Growth and Development.

Motivation of Health Workers	Implementation of Early Detection of Growth and Development						Sig
	Less		Enough		Good		
	Sum	%	Sum	%	Sum	%	
Less	1	2.4	2	4.8	0	0	0.005
Enough	0	0	8	19	8	19	

Good	0	0	11	26.2	12	47.6
------	---	---	----	------	----	------

Based on the table above, data was obtained that most of the motivation of health workers with the Good category and in the implementation of early detection of growth and development with the good category as many as 12 health workers (47.6%) and a small part of the motivation of health workers with the poor category and in the implementation of early detection of growth and development with less category as many as 1 health worker (2.4%).

Table 10  
Test Chi Square.

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	14.736a	4	.005
Likelihood Ratio	8.424	4	.077
Linear-by-Linear Association	3.134	1	.077
N of Valid Cases	42		

In the chi square test, a significance of  $0.005 > 0.05$  was obtained, which can be concluded that there is a relationship between the motivation of health workers and the implementation of early detection of growth and development.

## DISCUSSION

### A. Identification of motivation of health workers in early detection of growth and development of toddlers

The results of this study found that the factors that motivate health workers are welfare and work support facilities. The high workload and labor demands in the implementation of early detection of toddler growth and development can be a barrier to increase motivation in carrying out tasks, while government support, especially local governments that include training and career development, has a positive impact on health services provided by health workers. From table 4.1, it was found that health workers still had less motivation as many as 3 health workers (7.1%), based on a short interview, information was obtained that health workers still feel underappreciated and also burdened by excessive work demands, one of which is 19 concurrent positions of health workers (45.2%). This is assumed by researchers to be a trigger for physical and mental fatigue, as well as an increased risk of health problems. The many work demands that must be done will make health workers experience pressure while working. Work stress will appear if they feel unable to carry out the tasks they have received. The demands of tasks that cause work stress include workload, night work and people who live from risks and dangers (Egawati & Aryani, 2022).

This study found that the motivational factors that affect health workers in providing health services to mothers and toddlers have special dynamics. Emotional involvement and a sense of responsibility for the health of mothers and toddlers is one of the main factors that motivate health workers. The existence of this awareness will make a positive contribution to well-being, creating a strong intrinsic motivation. In the research of Aulia et al., it is known that This condition can be influenced by two factors, including self-(internal) factors including: satisfaction at work, personal appreciation or recognition, challenging work, desire to achieve, desire to advance, and desire to enjoy work. Meanwhile, environmental (external) factors include: relationships with peers, work atmosphere, and job security. So if this is less than optimal, it can have an impact on work performance which results in job satisfaction and patient satisfaction with the health services that they have received (Aulia et al., 2021).

High motivation of health workers has a significant positive impact on the early detection of growth and development of toddlers. Faster detection for more timely



interventions, minimizing the risk of developing abnormalities or developmental delays by designing more personalized and effective intervention programs. This study illustrates the importance of understanding the motivation of health workers in the context of early detection of toddler growth and development. The aspect of growth and development is an aspect that explains the process of forming a person, both physically and psychosocially. However, some parents do not understand this, especially parents who have a very low level of education and socio-economic (Najihah et al., 2021).

#### **B. Identifying the implementation of early detection of toddler growth and development at the Kelapa Lima Health Center, Merauke Regency**

Competencies and understanding possessed by health workers in the early detection of toddlers in Kelapa Lima Health Center, Merauke Regency It shows that health workers who have in-depth knowledge of toddler development and early detection instruments of toddler growth and development will be able to identify potential problems more quickly and accurately. Periodic improvement of competence can increase understanding of solid early detection methods for toddler growth and development for the implementation of early detection of toddler growth and development. The role of health workers at the Kelapa Lima Health Center, Merauke Regency also includes active involvement in the community, namely health cadres, the community and families of toddlers. In the results of the research, Bunsal et al. stated that the existence of health cadres can support the performance of health centers in detecting child growth and development disorders. Empowerment is carried out to existing health cadres so that the performance of early detection of children's growth and development can be maximized in posyandu services with direct involvement by village health cadres (Bunsal & Arsyad, 2022).

Based on the Decree of the Minister of Health No. 1457/SK/Menkes/X/2003 concerning UW – SPM (Mandatory Affairs of Minimum Service Standards) in the health sector that must be implemented by Regencies and Cities, supported by the Decree of the Minister of Health No. 091/Menkes/SK/X/2004 concerning technical instructions for minimum service standards and Government Regulation of the Republic of Indonesia No. 65 of 2005 concerning Guidelines for the Preparation and Implementation of Minimum Service Standards, it has been stated that one of the activities of child health services is efforts to detect and stimulate early growth and development toddlers and preschools.

Early detection through SDIDTK activities is very necessary to find out early childhood growth and development deviations, developmental deviations, and psycho-emotional deviations, so that they can be intervened and stimulated as soon as possible to prevent permanent growth, development, and psycho-emotional deviations. Essential services provided to individuals, families, groups and communities who have health problems include promotive, preventive, curative and rehabilitative to achieve optimal health levels. These services must also be based on cooperation with the community, families and individuals (Niswa Salamung, 2021)

In this study, in table 4.1, it was obtained that, in the category of early detection of toddler growth and development with the category of Adequate, as many as 21 health workers (50%). The importance of high motivation of health workers and active involvement in the implementation of early detection of growth and development of toddlers plays a major role in its success. With ongoing training programs and collaborative approaches, healthcare workers can understand effective early detection methods and identify signs of progression that deserve attention.

The success of early detection of toddler growth and development is also closely related to parental involvement and understanding. Effective educational programs help increase their awareness of the importance of monitoring children's development. Providing clear information and emotional support encourages parental involvement in the early detection

process of toddler growth and development. It was still found that 20 health workers (47.6%) had a good category in the implementation of early detection which would have implications for a positive effect on the ability to provide quick and appropriate interventions. Early identification of developmental problems allows the health team to design a treatment plan that suits the child's needs. This creates an opportunity to correct or address developmental issues before they become more serious. The identification of the form of vulnerability that should be the basis for the steps to be taken has not been carried out optimally, so that vulnerable groups often receive discriminatory treatment, even ignored in programs to fulfill the right to health (Josua Limbong, 2019).

### **C. Analyzing the motivation of health workers towards the implementation of early detection of toddler growth and development at the Kelapa Lima Health Center, Merauke Regency**

In the chi square test, a significance of  $0.005 > 0.05$  was obtained, which can be concluded that there is a relationship between the motivation of health workers and the implementation of early detection of growth and development. The close relationship between the motivation of health workers and the quality of the implementation of early detection of toddler growth and development is significant at the Kelapa Lima Health Center. Health workers who have high motivation will provide better services, be more responsive, and care more about the growth and development needs of toddlers. Low work motivation from health workers is feared to cause unmotivation between health teams can also hinder the communication and collaboration needed in the early detection of toddler growth and development. Lack of coordination between health workers can lead to a lack of integrated information about the development of toddlers and hinder the process of early detection of holistic growth and development of toddlers.

This research also aims to explore the dynamics underlying the motivation of health workers, which is a pentin element in the provision of quality health services. The motivation of health workers has a significant impact on the quality of services, performance levels, and professional well-being of health workers. It is also stated in the findings of the research of Syam et al. showing that health workers show strong motivation, which is fostered by the organization's emphasis on the value of commitment to achieve optimal performance (Sham & Afdal, 2023).

The implementation of early detection of growth and development of toddlers provides evidence that the proactive approach is based on motivation data of health workers with a good category and in the implementation of early detection of growth and development with a good category as many as 12 health workers (28.6%).

An important period in children's growth and development is the toddler period. In this toddler period, the development of language skills, creativity, social, emotional, and intelligence is very fast and is the foundation of subsequent development. Children's abilities and growth and development need to be stimulated by parents so that children can grow and develop optimally and according to their age (Amanati et al., 2022).

## **CONCLUSIONS**

1. The motivation category of health workers is mostly good, as many as 23 health workers (54.8%),
2. The category of early detection of toddler growth and development is mostly with the category of Sufficient as many as 21 health workers (50%)
3. In this study, most of the motivation of health workers with a good category was obtained and in the implementation of early detection of growth and development with a good category as many as 12 health workers (47.6%) and some of the motivation of health workers with a poor category and in the implementation of early detection of growth and development with a poor



category as many as 1 health worker (2.4%). In the chi square test, a significance of  $0.005 > 0.05$  was obtained, which can be concluded that there is a relationship between the motivation of health workers and the implementation of early detection of growth and development

## REFERENCES

- Amanati, S., Cahyaningsih, O., & Rochmayani, D. S. (2022). Pkm Pemberdayaan Orang Tua Dan Guru Dalam Upaya Penerapan Perilaku Hidup Bersih Dan Sehat (Phbs) Di Tk Pembina Aba 54 Semarang. *Jurnal Implementasi Pengabdian*, 2(2), 82–86.
- Aulia, R. R., Harun, A. A., Asrul, M., & Hasrima. (2021). Hubungan Antara Disiplin Dan Motivasi Kerja Dengan Kinerja Tenaga Kesehatan Di Puskesmas Wawolesea Kabupaten Konawe. *Jurnal Ilmiah Karya Kesehatan*, 01(July), 1–7.
- Bunsal, C. M., & Arsyad, R. (2022). *Pemberdayaan Kader Kesehatan Dalam Pelaksanaan Deteksi Dini Gangguan Tumbuh Kembang Anak Di Desa Palaes Kecamatan Likupang Barat Kabupaten Minahasa Utara*. 4(1), 1–4.
- Egawati, S., & Aryani, L. (2022). Hubungan Antara Beban Kerja Dengan Stres Kerja Pada Tenaga Kesehatan Di Masa Pandemi. *Jurnal Riset Mahasiswa Psikologi*, 1(1), 47–54.
- Fredy Akbar, I. H. (2020). Deteksi Dini Tumbuh Kembang Balita di Posyandu. *Jurnal Ilmiah Kesehatan Sandi Husada*, 12(2), 1003–1008. <https://doi.org/10.35816/jiskh.v12i2.441>
- Josua Limbong, R. (2019). Kajian Pemenuhan Hak Atas Kesehatan Bagi Kelompok Rentan Di Indonesia. In *ISSN 2502-3632 (Online) ISSN 2356-0304 (Paper) Jurnal Online Internasional & Nasional Vol. 7 No.1, Januari – Juni 2019 Universitas 17 Agustus 1945 Jakarta* (Vol. 53, Issue 9).
- Najihah, K., Wahyuni, Yuniati, & Jayanti, N. D. (2021). Faktor-Faktor yang Mempengaruhi Tumbuh Kembang Anak di Gampong Cot Mesjid Kecamatan Lhueng Bata Kota Banda Aceh Factors Affecting the Growth of Children in Gampong Cot Mesjid Lhueng Bata Banda Aceh City. *Jurnal Kesmas Jambi (JKMJ)*, 5(2), 36–44.
- Niswa Salamung, M. R. P. (2021). KEPERAWATAN KELUARGA (FAMILY NURSING). In \ (Vol. 46, Issue 1). Duta Media Publishing. <https://doi.org/10.1097/00000446-198787020-00037>
- Rahmawati, M., Nurmawaty, D., & Vionalita, G. (2021). Faktor-Faktor Yang Berhubungan Dengan Motivasi Kerja Tenaga Kesehatan Di Puskesmas Cijaku. *Health Publica*, 2(02), 126–137. <https://doi.org/10.47007/hp.v2i02.4653>
- Syam, A. A., & Afdal, A. A. M. (2023). Pengaruh Motivasi terhadap Kinerja Tenaga Kesehatan di Puskesmas Sinjai Barat Kabupaten Sinjai. *Kolaborasi: Jurnal Administrasi Publik*, 9(2), 269–284.
- WHO. (2019). *World health statistics 2018: Monitoring health for the SDGs, sustainable development goals*. World Health Statistics 2018.
- Zaitun, Yuliani, A., & Suhartini. (2018). Penerapan Stimulasi Dini Intervensi Deteksi Tumbuh Kembang (SDIDTK) pada Kader untuk Deteksi Dini Tumbuh Kembang Anak di Desa Argasanya Kecamatan Harjamukti Kota Cirebon. *Prosiding Seminar Nasional Dan Diseminasi Hasil Pengabdian Kepada Masyarakat Berbasis Riset*, April, 34–37.