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Factors Related to the Achievement of the Target of the Maternal and Child Health Program at the Konawe District Health Center

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ABSTRACT

Introduction: Based on the Konawe District Health Profile, it is known that in general the trend of delivery assistance coverage by health workers is known to be 91.20% in 2014, in 2015 there was no increase, namely 91.20%, for 2016 it decreased to 72.80%, for 2017 also increased to 75.70% but in 2018 it decreased drastically to 61.10%.

Method: This type of research is quantitative using a cross-sectional design, the research was conducted at the Konawe district health center, with a population of 29 health centers and a sample of 27 health centers and there were 5 people representing 1 health center so that the total sample of the study was 135 respondents.

Result: It is known from the results of data analysis and obtained the value of X^2_{Count} or Chi-Square 66,849 > from 3.841 or X^2_{table} and a Phi value of 0.587 which means it has a moderate relationship between ability and the achievement of the MCH program. It is known from the results of data analysis and obtained the value of X^2_{Count} or Chi-Square 72.824 > from 3,841 or X^2_{table} and the value of Phi 0.603 which means it has a strong relationship between motivation and the achievement of the MCH program.

Conclusion: There is a moderate relationship between the ability of health workers and the Maternal Health Program and a strong relationship between the motivation of health workers and the Maternal and Child Health Program.

Introduction

Maternal mortality rate (MMR) is one of the indicators in determining the overall health score. Based on World Health Statistics, Indonesia has succeeded in reducing the maternal mortality rate from 390 per 100,000 live births to 228 per 100,000. However, in 2018 the maternal mortality rate increased to 359 per 100,000 live births.^[1]

The Indonesian Demographic and Health Survey (IDHS) of Southeast Sulawesi Province is one of 11 provinces that have not yet achieved the target of 73.20% contact at least 4 times during pregnancy pregnant women visitation. 3% and 68.5%. The Infant Mortality Rate in Southeast Sulawesi in 2020 is known to be 1,166 people, with 45,995 this number of births increased by 46% from the previous year, where as The Konawe Regency ranked 3rd with 77 stillbirths with a total of 4,452 births (1.72%).^[2] Based on the Konawe District Health Profile, it is known that in 2016 it has decreased to 72.80%, for 2017 it has also increased to 75.70% but in 2018 it has decreased drastically to 61.10%.^[3]

The coverage of maternal and child health programs at the health centers from 5 programs was obtained in the form of 77% child health services, 82% maternal health services, 87% newborn health services, 71% infant health services, and 76% primary school-age health services. According to the Minister of Health of the Republic of Indonesia, Chapter 4-4 of 2019 states that program achievements at health centers must reach 100%.^[4]

To reduce MMR and IMR due to the need for the management system of existing programs at the health center to be addressed. One of the programs at the health center which is closely related to efforts to reduce the MMR and IMR in the MCH program management system at the Health centers in Konawe Regency which are likely to be improved if there is mutual coordination of each problem, both at the health center and village levels.^[5]

The achievement of the MCH program target is also supported by the attitude or willingness to work and change as well as the awareness of stakeholders, both central and local governments, who are jointly committed to reducing maternal and child mortality. This is also supported by the motivation of those in charge of the program by providing special allowance

training as well as regular monitoring and evaluation to maintain quality.^[6]

The initial survey in several health centers specifically for health officers found only a few indicators of evaluation of health promotion officers, in this case, reporting of health promotion officers who only 23% of all health promotion officers reported the results of their activities to the head of the health center so that there was a potential for ignorance of problems in the health center area based on of lack of coordination and reporting of health promotion officers. Another problem is seen in the achievements of the MCH program which on average is met by 7 Health centers, it is known that only 2 Health centers out of 10 achievement targets cover 75% and 5 other Health centers are below 50%.

Therefore, the authors are interested in conducting research under the title Factors Related to the Achievement of Targets for Maternal and Child Health Programs at the Konawe District Health Center.

Method

This type of research is quantitative using a Cross-Sectional Study design.^[7] This research was carried out at the Konawe District Health Center with a total of 29 Public Health Centers from December 2021 to January 2022. The population is 29 Public Health Centers in Konawe District, each consisting of 5 officers who are considered to have a role and responsibility for the maternal and child health program. The research sample was 27 Health centers, each consisting of 5 officers so the total respondents who were used as samples were 135 people, with random sampling. Collecting data using a research instrument, namely a questionnaire that has been tested. Data analysis to know the relationship between the dependent variable and the independent variable by using the Chi-Square test.^[8]

Result

Table 1 shows that out of 29 people (21.48%) who stated their ability was sufficient, 6 people (20.69%) stated that the achievement of the MCH program was good and 23 people (79.31%) stated that they were lacking. Meanwhile, out of 106

people (78.52%) who stated that their ability was lacking, 98 people (92.45%) stated that the achievement of the MCH program was good and 8 people (7.55%) stated that they were lacking. The results of the Chi-square test obtained that the X^2_{Count} value is 6.849 > from 3.84 or X^2_{table} and the Phi value is 0.587 which means it has a moderate relationship.

Table 2 shows that out of 33 people (24.44%) who stated that their motivation was sufficient, 7 people (21.21%) stated that the achievement of the MCH

program was good and 26 people (78.79%) stated that they were not. Meanwhile, out of 102 people (75.56%) who stated that motivation was lacking, 97 people (95.10%) stated that the achievement of the MCH program was good and 5 people (4.90%) stated that they were lacking. Chi-square test results The X^2_{Count} value obtained is 72.824 > from 3.841 or X^2_{table} and the Phi value is 0.603 which means it has a strong relationship.

Table 1
Relationship between Capabilities and Health of Both Mother and Child Program Achievements

Ability	Health of Both Mother and Child Program Achievements				Amount		Statistic test
	Well		Not enough		f	%	
	f	%	f	%			
Enough	6	20.69	23	79.31	29	100	$X^2_{\text{count}} = 66.849$ $X^2_{\text{table}} = 3.841$ $\Phi = 0.587$
Not enough	98	92.45	8	7.55	106	100	
Total	104	77.04	31	22.96	135	100	

Source: Primary data 2021

Table 2
Relationship between Motivation and Health of Both Mother and Child Program Achievements

Motivation	Health of Both Mother and Child Program Achievements				Amount		Statistic test
	Well		Not enough		f	%	
	f	%	f	%			
Enough	7	21.21	26	78.79	33	100	$X^2_{\text{count}} = 72.824$ $X^2_{\text{table}} = 3.841$ $\Phi = 0.603$
Not enough	97	95.10	8	4.90	102	100	
Total	104	77.04	31	22.96	135	100	

Source: Primary data 2021

Discussion

Relationship between Capabilities and Health of Both Mother and Child Program Achievements

Ability is an individual's capacity to do various tasks in a job. All abilities of an individual are essentially composed of two sets of factors, namely intellectual abilities and physical abilities. Intellectual ability is the ability needed for mental activity.^[9]

There is a moderate relationship between the ability of health workers and the achievement of targets for maternal and child health programs at the Konawe District Health Center, this is possible because of the good performance of the organization so that there is cooperation within the organization to achieve the vision of the health centers, besides that there are people who are enthusiastic about MCH visits to support the achievement of the program. The ability of employee performance is based on experience because of the long working period so it appears

that there is a lack of renewal of work program holders and does not seem to change.

This study is in line with previous research related to the performance of health workers in health centers, where the p-value is $0.002 < 0.05$ which means that there is a relationship between the ability and performance of health workers.^[10] In line with what was done by Habibi, et al. where the ability of health workers greatly influences the performance improvement of both individuals and organizations in the agency, it is known that there are factors including supporting factors, predisposing factors and factors for the possibility of change, thus it can be concluded that the progress of the program is due to the ability and responsibility of the program manager.^[11]

Intellectual abilities play a greater role in complex jobs that require information processing requirements. Specific physical abilities are important for performing less skillful and more standardized jobs successfully.^[12] The ability of health workers is based on work experience or length of service at the health centers, because having a lot of work experience will help someone complete their tasks without having to wait for requests, besides that work ability makes it easier for employees to carry out the tasks assigned to them because they already have the acquired capabilities. from previous work experience.^[13]

The ability to work in the same position can be a consideration in employment status. Usually, someone with a long working experience has a lot of experience. On the other hand, the shorter the tenure, the less experience a person has. Workability is also a consideration in completing the work. A leader can consider someone who has work experience to fill the vacant position because the tenure is a special evaluation to be given a higher job, the indicator of ability can be seen from his work productivity.

Relationship between Motivation and Health of Both Mother and Child Program Achievements

Motivation is a support that is obtained from oneself or obtained from others and the surrounding environment.^[14] In this study, it is known that there is a strong relationship between motivation and the achievement of the MCH program, which is known at the Konawe District Health Center that the achievements of the MCH program are not met because the motivation is

considered quite minimal, this is due to the lack of monitoring and evaluation of employee performance as well as additional incentives for program holders. The study found that the number of non-respondent honorary staff assigned to assist in the work for officers at the health centers and monitoring and evaluation of health workers was only based on reports sent to the health office and not visits from the health office to the health center regularly.^[15]

This research is in line with research conducted by Fauziah, where there is a relationship between motivation and program achievements in an organization, it is explained that motivation is an impulse that many people have to pursue and achieve organizational goals. Individuals with this drive expect to achieve the goals of the organization's mission.^[16]

Motivation exists because of expectations and conditions / expectations (expectancy) is an opportunity given to occur because of behavior to achieve goals.^[17] A person will have high motivation to achieve high in the organization, if he believes that from his achievement he can expect greater rewards. On the other hand, a person who does not have hope that his achievements will be valued higher will not try to improve his achievements.^[18]

Conclusion

In this study, there was a moderate relationship between the ability of health workers and the achievement of targets for maternal and child health programs at the Konawe District Health Center. There is a strong relationship between motivation and the achievement of targets for maternal and child health programs at the Konawe District Health Center.

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