FACTORS AFFECTING THE PERFORMANCE OF COMMUNITY HEALTH WORKERS AT THE INTEGRATED NON COMMUNICABLE DISEASE HEALTH POST IN KARANGANYAR, CENTRAL JAVA

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ABSTRACT

Background: Health workers (cadre) play role in controlling non-communicable disease by promoting people to participate in any integrated health posts (posbindu) activities. This study aimed to examine factors affecting the performance of community health workers at the integrated non communicable disease health post in Karanganyar, Central Java.

Subjects and Method: A cross sectional study was carried out at 25 integrated health posts (posbindu) in Karanganyar, Central Java. A sample of 200 cadres was selected by stratified random sampling. The dependent variables were cadre performance. The independent variables were motivation, leadership, social support, skill, and tenure. The data were collected by questionnaire and analyzed by a multiple logistic regression run on Stata 13.

Results: Cadre performance increased with high motivation (OR= 6.15; 95% CI= 2.75 to 13.76; $p < 0.001$), good leadership (OR= 2.24; 95% CI= 1.04 to 4.83; $p = 0.039$), strong social support (OR= 3.62; 95% CI= 1.68 to 7.80; $p = 0.001$), good skill (OR= 5.56; 95% CI= 2.40 to 12.86; $p < 0.001$), had trained (OR= 2.42; 95% CI= 0.91 to 6.42; $p = 0.076$), and tenure ≥ 1 year (OR= 5.56; 95% CI= 2.40 to 12.86; $p < 0.001$).

Conclusion: Cadre performance increases with high motivation, good leadership, strong social support, good skill, had trained, and tenure ≥ 1 year.

Keywords: cadre performance, non-communicable disease, integrated health post

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