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THE CONTRIBUTION OF COMPETENCE AND WORK MOTIVATION TO THE PERFORMANCE OF POSYANDU CADRES IN ADAPTING TO THE NEW NORMAL IN MADIUN CITY

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Abstract: In adapting to new habits, every activity carried out by gathering the community must be carried out with due observance of the applicable health protocols, including service activities at Posyandu. The purpose of this study was to analyze the influence of the contribution of competence and work motivation on the performance of posyandu cadres in adapting to new habits in Madiun City. The design of this research is a quantitative observational study with a cross-sectional approach with a research focus directed at analyzing the effect of the contribution of competence and work motivation on the performance of posyandu cadres in adapting to new habits in Madiun City. Total population of 1444 respondents and a sample of 314 respondents were taken by Simple Random Sampling technique. The findings showed that the majority of respondents had sufficient category of work competency, 174 respondents (55.4%). Most of the respondents had medium category work motivation as many as 165 respondents (52.5%). Half of the respondents have sufficient category performance as many as 157 respondents (50.0%). Based on the results of the Multiple Linear Regression analysis, it shows that with a p-value of 0.000 <0.05, H1 is accepted, so it can be concluded that simultaneously there is an influence of competence contribution and work motivation on the performance of posyandu cadres in adapting to new habits in Madiun City with an influence magnitude of 70.2 %. It is hoped that posyandu cadres will continue to strive to improve competence in the health sector by participating in relevant training and workshops. With better knowledge and skills, Posyandu cadres will be able to provide higher quality health services to the community. In addition, maintain work motivation by keeping in mind the noble purpose of this work, which is to help people maintain their health.

Keywords: Performance, Competence, Motivation

INTRODUCTION

Community-Based Health Efforts at Integrated Service Posts during the COVID-19 Pandemic must continue to be carried out in order to improve public health while still paying attention to safety and health aspects (Ministry of Health of the Republic of Indonesia, 2020). Integrated Service Posts (Pos Pelayanan Terpadu or Posyandu) are one of the community organizations in villages/urban neighborhoods that facilitate community empowerment in basic social services, which can be synergized with other services according to the region's potential. One of the basic social activities in Posyandu is health-related activities, primarily Maternal and Child Health (Kesehatan Ibu dan Anak or KIA), Family Planning (Keluarga Berencana or KB), Immunization, Nutrition, and education on healthy lifestyles, conducted in 5 (five) activity steps during the open days and outside of Posyandu's regular schedule. In its implementation, Posyandu can develop additional activities according to the needs, agreements, and capabilities of the community (Ministry of Health of the Republic of Indonesia, 2020).

One of the Sustainable Development Goals (SDGs) for the period 2015-2030 is to end hunger, including addressing malnutrition (Hoelman et al., 2016). Achieving this goal involves health efforts and community empowerment, including Integrated Service Posts (Ministry of Health of the Republic of Indonesia, 2016).

In the adaptation to the new normal, any activity involving community gatherings must be carried out while adhering to the applicable health protocols, including services provided at Posyandu. Posyandu activities in the new normal are still conducted to accelerate efforts to prevent stunting, improve maternal and child health, provide health education and information dissemination, and community-based health surveillance for the prevention and control of Coronavirus Disease 2019.(Zoller *et al.*, 2020).

In adapting to new habits, people can carry out daily activities by adapting to be able to coexist with *Coronavirus Disease* 2019 (Covid-19) because people need activities to meet their needs with new regulations, lifestyles and habits. Daily activities cannot be carried out as under normal conditions, nor can service to the community. Nevertheless, the provision of health services to the community must still be carried out (Zoller *et al.*, 2020).

Cadres have a big role in the smooth running of posyandu activities. The task for planning various activities in posyandu, implementation, evaluation and control of posyandu activities, as well as reporting posyandu activities is carried out by posyandu cadres (Ministry of Health of the Republic of Indonesia, 2011). The role of cadres as providers of health information to the community, as mobilizers of the community to come to

Posyandu and implement Clean and Healthy Living Behavior (PHBS) as well as the right motivator to help realize maternal and child health (Ministry of Health of the Republic of Indonesia, 2012a). The role of cadres is as organizers of activities at Posyandu. Cadres have an important role in the management of Posyandu in the three stages of implementing Posyandu. The duties of cadres in organizing Posyandu are divided into 3 groups, namely: before the opening day of the Posyandu, on the opening day of the Posyandu and after the opening day of the Posyandu (Ministry of Health of the Republic of Indonesia, 2012). Looking at the duties of the posyandu cadres, it can be concluded that the posyandu will be carried out optimally if the performance of the posyandu cadres is also maximum (Farida Handayani, 2020).

The role of cadres as organizers of activities at Posyandu can reflect the performance of cadres. Whether or not all activities in the Posyandu are carried out depends on the performance of a cadre. The performance of Posyandu cadres is good, meaning that cadres are able to carry out their duties and responsibilities well. One of the tasks of cadres when preparing for the opening day of the Posyandu is to invite and mobilize the public to come to the Posyandu (Ministry of Health, 2012). Factors that affect a person's performance include motivation and commitment. According to Mario Esau

Katuuk and Hendro Bidjuni, there is a relationship between the work motivation of Posyandu cadres and cadre performance (Motivation et al., 2017). In addition, in *the literature review review, 10 journals were identified, where the results* of this review *showed that there was a relationship between motivation and the performance of Posyandu cadres (Aina et al., 2021).*

During the COVID-19 pandemic in 2020, the implementation of Posyandu (Integrated Service Posts) in Madiun City faced challenges similar to Posyandu across Indonesia. Based on a rapid assessment of the role of community health centers (Puskesmas) in handling the COVID-19 outbreak in Indonesia conducted in June 2020, it was found that only 19.2% of Puskesmas continued to carry out Posyandu activities. This situation was also observed in Madiun City. During the COVID-19 pandemic in 2020, Posyandu in Madiun City only conducted one Posyandu service session in August. This was problematic as it significantly affected the coverage of infants being weighed (D/S) in Madiun City, which declined significantly.

The significant decline in the coverage of infants being weighed (D/S) at Posyandu in Madiun City during the COVID-19 pandemic indicates that there were weaknesses in the organization of Posyandu activities in adapting to the new normal in the city. The performance of Posyandu cadres in Madiun City

tended to decline in 2020 and 2021. Cadres, who play a role in organizing Posyandu activities, only conducted Posyandu activities in January, February, March, and August of 2020, while in other months of the same year, Posyandu in Madiun City did not hold any activities. In 2021, Posyandu in Madiun City conducted Posyandu activities with appointment-based mechanisms each month. The implementation of Posyandu services with appointments at Posyandu is one way to carry out Posyandu activities in the new normal. Cadres can perform their roles according to the operational guidelines for health efforts at Posyandu in adapting to the new normal. However, the implementation of Posyandu in the new normal did not proceed as expected. This is evident from the coverage of infants being weighed (D/S) during the COVID-19 pandemic in Madiun City, which was only 34.9% in 2020 and 54.8% in 2021. These figures represent a significant decrease compared to the pre-pandemic period. In 2019, the coverage of infants being weighed (D/S) in Madiun City was 87.6%. The decrease in coverage during the COVID-19 pandemic in 2020 was 52.7%, and in 2021, it was 32.8%. The expected target for the coverage of infants being weighed (D/S) at Posyandu in Madiun City was 90% of the total number of infants. There is a significant gap based on this data.

According to reports from community health centers (Puskesmas), some cadres exercised caution when carrying out their duties at Posyandu in the new normal. Some cadres admitted to being worried and afraid to perform their roles at Posyandu in the new normal due to the COVID-19 pandemic. Despite the central government issuing policies regarding Posyandu in the new normal by the end of 2020, the coverage of infants being weighed (D/S) in 2021 remained very low and far from the 90% target.

The Madiun City Health Office, Population Control, and Family Planning Department have provided some cadres with training and conducted socialization regarding the central government's policy, namely the Minister of Health of the Republic of Indonesia's Decision Number Hk.01.07/Menkes/12763/2020 on the Operational Guidelines for Health Efforts at Integrated Service Posts in Adapting to the New Normal for the Implementation of a Productive and Safe Community during Coronavirus Disease 2019 (COVID-19). This socialization aimed to enhance the capacity of cadres, particularly in terms of competence in organizing Posyandu in the new normal. However, with the decrease in the coverage of infants being weighed (D/S) during the COVID-19 pandemic in Madiun City, the competence of cadres in organizing Posyandu in the new normal is still considered insufficient.

Considering the issues outlined above, it suggests that there is a lack of competence and work motivation among Posyandu cadres in performing their roles in Posyandu during the

adaptation to the new normal. Based on the description provided, there is a gap between the expected achievements and the actual situation in the field. Therefore, the researcher is interested in conducting a study with the title "The Contribution of Competence and Work Motivation to the Performance of Posyandu Cadres in Adapting to the New Normal in Madiun City."

The review of previous relevant research is intended to provide an overview of the position and feasibility of the research titled "The Contribution of Competence and Work Motivation to the Performance of Posyandu Cadres in Adapting to the New Normal (A Case Study in Madiun City)." Additionally, it aims to illustrate the differences in focus and results from the research as follows:

1. Emilia Yunritati, et al (2021) with the title: "Faktor-Faktor Yang Mempengaruhi Kunjungan Ibu Balita ke Posyandu". This study is a *Literature Review,* aims to determine the factors associated with toddler visits to Posyandu. The results showed that the factors of posyandu visits include knowledge, mothers' jobs, the role of cadres and health workers, family support, posyandu distance, maternal education, attitudes, motivation, ownership of KMS. This research was conducted using *literature review*, which was 10 articles and published in the last 5 years, namely 2017-2021. Search for articles using google scolar and *science direct* (Rehing et al., 2021).

2. Farida Handayani (2020) with the title "Upaya Peningkatan Kinerja Kader Posyandu Berdasarkan Analisis Pemberdayaan Kader Posyandu (Studi Kasus di Kabupaten Tulungagung)". This type of research is *observational* with *a cross-sectional* design in January-March 2020. Data collection using questionnaires. Sample selection method with *multistage sampling as* many as 32 posyandu. The data were analyzed using a linear regression test. The conclusion is that the performance of posyandu cadres is influenced by the empowerment process by Puskesmas and Villages/Villages. Recommendations are facilitative supervision; posyandu miniworkshops; enable group discussions of mothers of toddlers; on *the job training* for cadres*;* capacity building *training for* officers; guidance on communication techniques for cadres; complementing the media of counseling; prepare a Regional Action Plan for posyandu revitalization.

RESEARCH METHOD
Research Design

This type of research uses a survey research method with a quantitative research approach. The survey research is explanatory and hypothesis-testing in

nature, focusing on establishing causal relationships. As stated by Masri S. (1995:21), survey research can be used for various purposes, including (1) exploration, (2) description, (3) explanation (explanatory or confirmatory), which involves explaining causal relationships and testing hypotheses, (4) evaluation, (5) prediction or forecasting of future events, (6) operational research, and (7) development of social indicators (DR. Riduwan, M.B.A, and DR. Engkos A.K., S.E., M.M., 2017).

This survey research type specifically focuses on revealing causal relationships among variables, aiming to investigate cause-and-effect relationships based on observations of the outcomes, with the goal of separating the direct and indirect influences of a causal variable on the outcome variable. The cause-and-effect variables in this research are Competence or Ability (X1) and Work Motivation (X2) on the Performance of Cadres (Y) in Posyandu during the New Normal Adaptation.

This research demands precision, diligence, and a critical attitude in gathering data from its sources. Therefore, it requires population data sources and samples in terms of homogeneity, volume, and distribution. Since the research results are numerical data that need to be statistically processed, the relationships between the research variables must be clear to determine the statistical approach to be used as data processors, ensuring

reliability and validity. This, in turn, makes it easier to generalize the results, and the recommendations generated can be considered quite accurate. Sugiyono (2004:12-13) states that quantitative research is based on the positivist paradigm, which relies on assumptions about empirical objects. These assumptions include: (1) objects/phenomena can be classified based on characteristics, types, structures, forms, colors, and so on. Based on this assumption, the research can select specific variables as the research objects, and (2) determinism (cause-and-effect relationships), which states that every phenomenon has a cause, such as someone being lazy to work must have a cause. Based on the first and second assumptions above, the research can choose the variables to be studied and establish relationships between them. A phenomenon will not change over time. If the studied phenomenon keeps changing, it will be difficult to study (DR. Riduwan, M.B.A, and DR. Engkos A.K., S.E., M.M., 2017).

Population, Sampling and Sampling Techniques

Population

The research population is the entire collection of individuals/subjects (humans, experimental animals, materials, media) that have certain characteristics in accordance with the wishes of researchers (Irfannuddin, 2019). The population in this study is all cadres of posyandu toddlers in Madiun City with a total of 1444 people from 270 Posyandu in Madiun City.

Sample

Samples are individuals/research subjects selected to be involved or participate in research (Irfannuddin, 2019). The sample in this study was some cadres of posyandu toddlers in Madiun City with a total of 314 respondents who were selected using the correct sampling procedure, namely *proportional random sampling*.

$$n = \frac{N}{1+N(d)^2}$$

Information

n   : Sample Size   d : Error rate (0,05)

N   : Population size

So the sample size in this study is:

$$n = \frac{N}{1+N(d)^2}$$

$$= \frac{1444}{1+1444 (0,05)^2}$$

$$= \frac{1444}{1+1444 (0,0025)}$$

$$= \frac{1444}{4.61}$$

$$= 313,23 = 314 \text{ Respondents}$$

RESEARCH RESULTS

Characteristics of Respondents

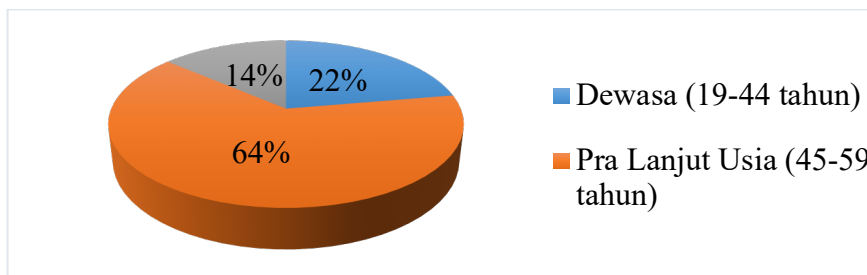1. Characteristics of respondents by age

Figure 1. Characteristics of Respondents Based on Age of Respondents in Madiun City which was held on June 1-20, 2023 with a total of 314 respondents.

Based on figure 4.1 above, it is known that respondents with pre-elderly age (45-59 years) were 201 respondents (64%).

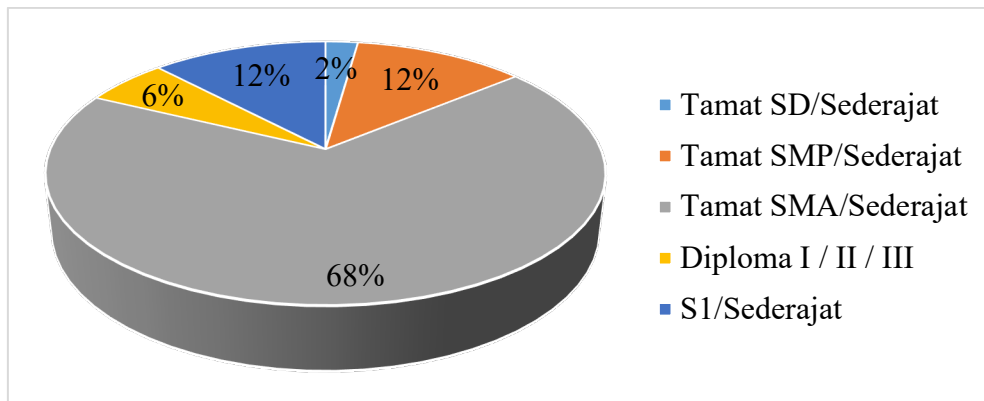2. Characteristics of respondents based on educational history

Figure 2. Characteristics of Respondents Based on Respondents' Education History in Madiun City which will be held on June 1-20, 2023 with a total of 314 respondents.

Based on figure 4.2 above, it is known that most respondents have a history of high school graduation as many as 214 respondents (68%).

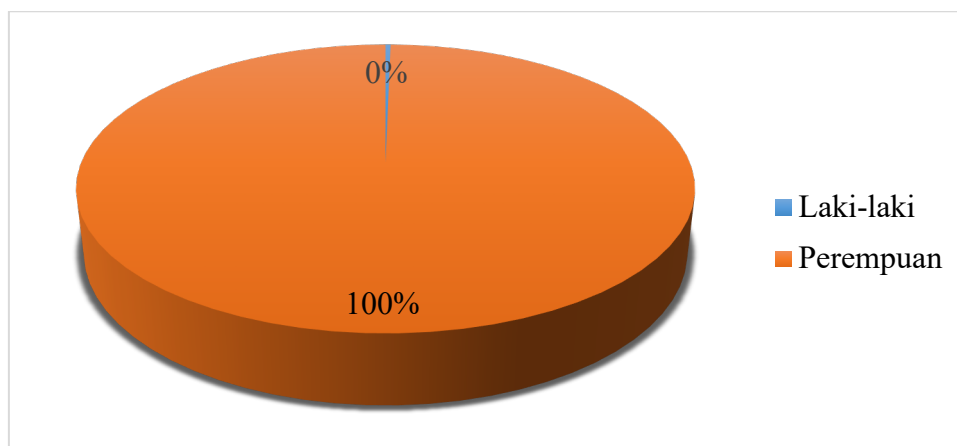3. Characteristics of respondents by gender

Figure 3. Characteristics of Respondents Based on Respondents' Gender in Madiun City which was held on June 1-20, 2023 with a total of 314 respondents

Based on figure 4.3 above, it is known that almost 100% of respondents with female gender, namely 313 respondents or precisely 99.68% of respondents are female.

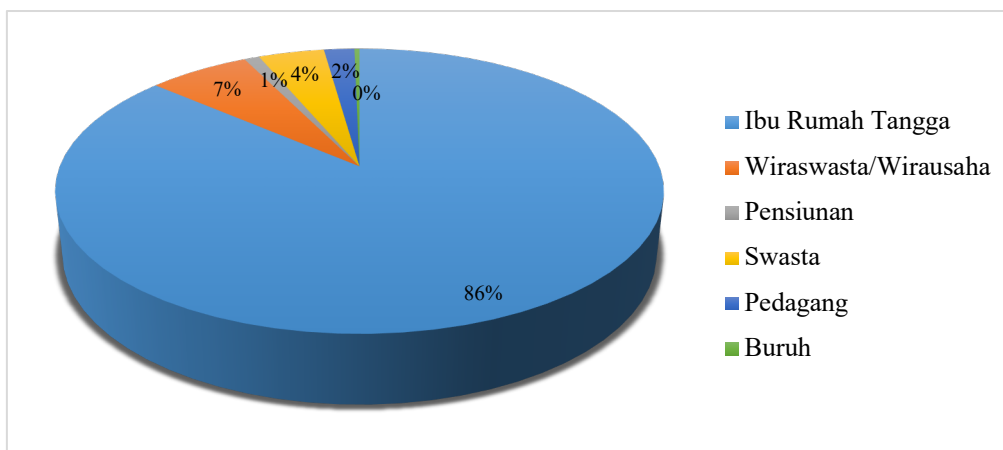4. Characteristics of respondents by type of job

Figure 4. Characteristics of Respondents Based on the Type of Respondent Work in Madiun city which was carried out on June 1-20, 2023 with a total of 314 respondents.

Based on figure 4 above, it is known that most respondents have jobs as housewives as many as 271 respondents (86%).

Variable Characteristics

1. Characteristics of Work Competencies

Table 1. Distribution of respondent frequency based on respondents' work competencies in Madiun City which will be held on June 1-20, 2023 with a total of 314 respondents.

Criterion	Frequency	Percent (%)
Good	49	15,6%
Not Bad	174	55,4%
Less	91	29,0%
Total	314	100,0%

Based on table 1 above, it is known that most respondents have sufficient work competence categories as many as 174 respondents (55,4%).

2. Characteristics of Work Motivation

Table 2. Distribution of respondent frequency based on respondents' work motivation in Madiun City which will be held on June 1-20, 2023 with a total of 314 respondents

Criterion	Frequency	Percent (%)
High	64	20,4%
Average	165	52,5%
Low	85	27,1%
Total	314	100,0%

Based on table 2 above, it is known that most respondents have moderate category work motivation as many as 165 respondents (52,5%).

3. Performance Characteristics

Table 3. Distribution of respondent frequency based on respondents' performance in Madiun City which will be held on June 1-20, 2023 with a total of 314 respondents

Criterion	Frequency	Percent (%)
Good	73	23,2%
Not Bad	157	50,0%
Less	84	26,8%
Total	314	100,0%

Based on table 3 above, it is known that half of the respondents had sufficient category performance as many as 157 respondents (50,0%).

Cross-tabulation between variables

1. Work Competence with Performance

Table 4. Cross-tabulation of work competencies of posyandu cadres' performance in adapting to new habits in Madiun City which was carried out on June 1-20, 2023 with a total of 314 respondents

Work Motivation	Performance			Total
	Good	Not Bad	Less	
High	22	19	8	49
	7,0%	6,1%	2,5%	15,6%
Average	34	109	31	174
	10,8%	34,7%	9,9%	55,4%
Low	17	29	45	91
	5,4%	9,2%	14,3%	29,0%
Total	73	157	84	314
	23,2%	50,0%	26,8%	100,0%

Based on table 4 above, it is known that almost half of the respondents who had sufficient category work competence were found to have sufficient category performance as many as 109 respondents (34.7%).

2. Work Motivation with Performance

Table 5. Cross-tabulation of work motivation with the performance of posyandu cadres in adapting to new habits in Madiun City which was carried out on June 1-20, 2023 with a total of 314 respondents

Work Motivation	Performance			Total
	Good	Not Bad	Less	
High	33	25	6	64
	10,5%	8,0%	1,9%	20,4%
Average	33	95	37	165
	10,5%	30,3%	11,8%	52,5%
Low	7	36	41	85
	2,2%	11,5%	13,1%	27,1%
Total	73	157	84	314
	23,2%	50,0%	26,8%	100,0%

Based on table 5 above, it is known that almost half of the respondents who have moderate category work motivation are found to have sufficient category performance as many as 95 respondents (30,3%).

Statistical Test Results

Table 6. Results of *Linear regression* analysis of the contribution of work competence and motivation to the performance of posyandu cadres in adapting to new habits in Madiun City which was carried out on June 1-20, 2023 with a total of 314 respondents

No	Variable	Sig	B	R^2	Sig
1	(Constant)	0.000	1.863		
2	Work competence	0.013	0.795	0,702	0.000
3	Work motivation	0.007	0.816		

Partial

a. The Effect of Competency on Performance

Based on the results of the Linear Regression *analysis shows that the p-value of 0.013 < 0.05, H1 is accepted, so it is concluded that there is a partial* influence of competency contribution on the performance of posyandu cadres in adapting to new habits in Madiun City

b. The Effect of Motivation on Performance

Based on the results of the Linear Regression *analysis, it shows that the p-value of 0.007 < 0.05, then H0 is rejected and H1 is accepted, so it is concluded that there is a partial* influence of the contribution of work motivation on the performance of posyandu cadres in adapting to new habits in Madiun City

Simultaneous

Based on the results of *Multiple Linear Regression* analysis, it shows that with *a p-value of 0.000* < 0.05, H1 is accepted, so it is concluded that simultaneously there is an influence of the contribution of competence and work motivation on the performance of posyandu cadres in adapting to new habits in Madiun City with an influence of 70.2%.

DISCUSSION

A. The Effect of Competency Contribution on the Performance of Posyandu Cadres in Adapting to New Habits in Madiun City

Based on the results of the Linear Regression analysis, with a p-value of 0.013 < 0.05, H1 is accepted, concluding that there is a partial influence of competence on the performance of Posyandu cadres in adapting to the new normal in Madiun City.

Research conducted by Astuti et al. (2021) evaluated the role and contribution of Posyandu cadre competence in facing the new normal adaptation during the pandemic. The research findings indicate that the contribution of Posyandu cadre competence, such as knowledge of health protocols, skills in conveying information to the community, and the ability to face new challenges, has a positive impact on the performance of Posyandu cadres in adapting to the new normal. Posyandu cadres with good competence tend to be more capable of adapting to changes and performing their roles effectively in different situations resulting from the pandemic.

Another study by Wulandari et al. (2020) explored the role of Posyandu cadres in addressing the challenges of the pandemic and adapting to the new normal in the community. The research findings show that the contribution of Posyandu cadre competence, such as the ability to communicate with the community, skills in conducting community-level health activities, and knowledge of prevention, significantly affects the performance of Posyandu cadres in pandemic situations. Posyandu cadres with high competence are more likely to actively educate the community about health protocols, assess risks, and take preventive actions in line with the new normal adaptation.

A relevant study conducted by Susanti et al. (2020) in Central Java explored the role of Posyandu cadres in facing pandemic challenges in the community. The research findings indicate that the contribution of Posyandu cadre competence, such as the ability to convey information about the pandemic clearly and accurately and the ability to engage the community in prevention efforts, has a positive impact on the performance of Posyandu cadres. Posyandu cadres with good competence are more likely to actively provide education to the community about health protocols and implement preventive measures and new normal adaptation in their environment.

According to research by Sari et al. (2021) evaluating the performance of Posyandu cadres in providing health services during the pandemic, the contribution of Posyandu cadre competence, such as the ability to conduct health measurements and detect pandemic symptoms, has a positive impact on their performance in adapting to the new normal. Posyandu cadres with good competence are more capable of carrying out their duties and responsibilities effectively during the pandemic, providing quality services to the community.

In summary, the contribution of Posyandu cadre

competence has a significant influence on their performance in facing the new normal adaptation during the COVID-19 pandemic. Enhancing the competence of Posyandu cadres through various strategies and support will have a positive impact on strengthening their role as agents of change and credible health partners in pandemic prevention and control efforts in the community of Madiun City.

B. The Effect of Work Motivation Contribution on the Performance of Posyandu Cadres in Adapting to New Habits in Madiun City

Based on the results of the Linear Regression analysis, with a p-value of 0.007 < 0.05, H0 is rejected, and H1 is accepted. Therefore, it can be concluded that there is a partial influence of work motivation on the performance of Posyandu cadres in adapting to the new normal in Madiun City.

One relevant study conducted by Mutia, Harsoyo, and Haryono (2019) explored the relationship between work motivation and the performance of Posyandu cadres in the region. The research findings indicate that a high level of work motivation among Posyandu cadres has a positive impact on their performance in carrying out community health tasks. Posyandu

cadres who are internally motivated, such as having a desire to help the community, being enthusiastic about providing health services, and feeling satisfied with their work, tend to be more effective in conveying health information, implementing health programs, and providing quality services to the community.

Another study by Mustika, Supartini, and Pratama (2021) in East Java supports these findings. The research assessed work motivation and the performance of Posyandu cadres in providing community health services. The results show that Posyandu cadres with high work motivation tend to have better performance in carrying out their tasks, including health measurements, health education, and the implementation of other health programs. High work motivation drives Posyandu cadres to be more dedicated and committed to providing health services to the community.

A relevant study by Wulandari et al. (2020) in East Java explored the factors influencing the work motivation of Posyandu cadres in providing community health services. The research findings indicate that a high level of work motivation among Posyandu cadres has a positive impact on their performance in conducting

community-level health services. High work motivation among Posyandu cadres encourages them to be more active and dedicated in carrying out health tasks, such as providing health education, conducting health measurements, and implementing other health programs.

Another relevant study by Nurhidayah and Aswari (2019) in Central Java also addresses this topic. The research evaluates the contribution of work motivation to the performance of Posyandu cadres in providing community health services in rural areas. The results show that Posyandu cadres with high work motivation tend to have better performance in conveying health information, providing friendly and approachable services to the community, and actively participating in health programs. High work motivation among Posyandu cadres has a positive impact on strengthening their performance as agents of change in promoting community health improvement.

According to the researcher, the contribution of work motivation significantly influences the performance of Posyandu cadres. High work motivation drives Posyandu cadres to be more enthusiastic, dedicated, and active in carrying out community health tasks. Posyandu cadres who are

internally motivated, such as having a desire to help the community and feeling satisfied with their work, tend to be more effective in conveying health information, implementing health programs, and providing quality services to the community. Therefore, it is important for relevant authorities, such as the Health Department and local government, to pay special attention to improving the work motivation of Posyandu cadres through strategies and programs that align with their needs and expectations.

In order to enhance the quality of healthcare services at the community level, the role of Posyandu cadres is crucial. With a strong contribution of work motivation, Posyandu cadres can be at the forefront of providing health education to the community, conducting health measurements, and implementing other health programs. Therefore, improving the work motivation of Posyandu cadres should be a focus in efforts to enhance the quality of healthcare services at the community level. Support from local government and health organizations, ongoing training and development, and recognition and appreciation of their performance can provide a positive boost to strengthen the contribution of work motivation among Posyandu cadres and have a

positive impact on community health improvement in Madiun City.

Overall, the influence of work motivation on the performance of Posyandu cadres in Madiun City is essential to consider and improve. Enhancing the work motivation of Posyandu cadres through various strategies and support will have a positive impact on strengthening their performance as agents of change in promoting community health. With motivated Posyandu cadres, it is expected that the quality of healthcare services at the community level will improve significantly and contribute to community health enhancement in Madiun City.

C. The Effect of Competency Contribution and Work Motivation on the Performance of Posyandu Cadres in Adapting to New Habits in Madiun City

Based on the results of Multiple Linear Regression analysis, with a p-value of 0.000 < 0.05, H1 is accepted. Therefore, it can be concluded that there is a simultaneous influence of both competency and work motivation on the performance of Posyandu cadres in adapting to the new normal in Madiun City, with an impact magnitude of 70.2%.

One relevant study conducted by Aini et al. (2021) examined the influence of competency and work motivation on the performance of Posyandu cadres in coping with the new normal adaptation during the COVID-19 pandemic. The research findings suggest that Posyandu cadres with a high level of competency and strong work motivation tend to exhibit optimal performance in delivering health information, implementing preventive measures, and providing quality healthcare services to the community. Competency contributes to the knowledge and skills foundation necessary for cadres to adapt to policy changes and health protocols, while work motivation affects their enthusiasm and initiative in effectively performing health-related tasks.

Another study by Widyastuti, Hadisuyatmana, and Savira (2021) evaluated the relationship between competency, work motivation, and the performance of Posyandu cadres in implementing the new normal adaptation policy at the community level. The research results indicate that Posyandu cadres with high competency and strong work motivation tend to have better performance in implementing health protocols and delivering quality healthcare services. Strong competency enables cadres to have a deep understanding of the

importance of adapting to new habits and implementing effective prevention measures, while high work motivation drives them to be more active and committed to health-related tasks.

According to research conducted by Wardani et al. (2020), which examined the role of competency and work motivation in the performance of Posyandu cadres in delivering information about community health, especially during the COVID-19 pandemic, the findings show that Posyandu cadres with a high level of competency and strong work motivation have better abilities in conveying information about COVID-19 prevention measures and encouraging the community to adapt to new habits. Motivated Posyandu cadres are also more active in promoting community participation in vaccination programs and implementing other preventive measures, contributing to increased awareness among the community about the importance of adaptation to new habits.

Another relevant study by Rahayu and Siswati (2019) is also pertinent to this topic. The research evaluated the role of competency and work motivation of Posyandu cadres in supporting the smooth implementation of health programs during the pandemic. The findings show that Posyandu cadres with high competency and strong work

motivation tend to have better performance in conducting health services activities, such as health measurements, medication distribution, and health education. Motivated Posyandu cadres are also more proactive in seeking solutions and innovating in organizing health programs amid the pandemic, contributing positively to the adaptation to new habits and the smooth implementation of health programs at the community level.

According to the researchers, the contributions of competency and work motivation play a significant role in influencing the performance of Posyandu cadres in adapting to new habits, especially during the COVID-19 pandemic. Posyandu cadres with high competency have the knowledge and skills needed to adapt to policy changes and health protocols, while strong work motivation drives them to be active and enthusiastic in performing health-related tasks. The positive influence of competency and work motivation is reflected in their performance in delivering health information, implementing preventive measures, and providing quality healthcare services to the community.

The research results emphasize the importance of the role of Posyandu cadres in organizing health programs at the community level, especially during

the new normal adaptation. The strong contributions of competency and work motivation among Posyandu cadres have a positive impact on the adaptation to new habits and the smooth implementation of health programs amid the COVID-19 pandemic. Therefore, relevant authorities, such as the Health Department and the local government, should pay special attention to enhancing the contributions of competency and work motivation among Posyandu cadres through strategies and programs that align with their needs and expectations. With Posyandu cadres who have strong contributions of competency and work motivation, it is expected that the quality of healthcare services at the community level will improve significantly and contribute significantly to improving community health in Madiun City, especially in the context of adapting to new habits during the COVID-19 pandemic..

CONCLUSIONS

Based on the results of the study, it can be concluded that: 1). There is an influence of competency contribution to the performance of Posyandu cadres in adapting to new habits in Madiun City. 2). There is an influence on the contribution of work motivation to the performance of Posyandu cadres in adapting to new habits in Madiun City. 3). There is an influence of the contribution of competence and work motivation on the performance of Posyandu cadres in adapting to new habits in Madiun City

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