The relationship between the competence and performance of family planning instructors in family assistance at risk of stunting in Lampung province

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Abstract

Introduction. A national action plan for the acceleration of stunting reduction was prepared to encourage and strengthen the convergence between programs through a stunting-risk family approach. The increasing role of Family Planning Instructors in assisting families at risk of stunting becomes a challenge to support behavioral change in the community.

Materials and Methods. This study aims to determine the relationship between years of service, competence, attitude, transformational leadership, and performance of Family Planning Instructors in assisting families at risk of stunting in Lampung. The research was carried out in April-May 2022. This is a cross-sectional-quantitative study.

Results and Discussion. The results showed that 49.3% of the Family Planning Instructors had years of service more than 28 years, only 36.4% were well competent, 43.1% had a positive attitude, 68% felt positive transformational leadership and 64.9% had an active performance. Years of service (r=0.017), competence (r=0.004), attitude (r=0.025) and transformational leadership (r=0.000) were proven (CI=95%) to be significantly related to the performance of Family Planning Instructors. However, only competence, attitude and transformational leadership were simultaneously related to performance. Transformational leadership had the strongest relationship with performance, that Family Planning Instructors who perceived positive transformational leadership had 5.8 times higher active performance than those who perceived negative transformational leadership after being controlled by competence and attitude variables.

Conclusions. It is necessary to increase the competence, operational support in the field and leadership awareness as good role models who inspire, motivate, stimulate creativity and innovation, and pay more attention to the potential of Family Planning Instructors.

Introduction

Based on the 2018 Basic Health Research, the prevalence of being underweight, stunting, and wasting is 17.8 percent, 30.8 percent, and 10.24 percent, respectively. Indonesia is one of the countries with a high prevalence of stunting compared to other middle-income countries. It reported that the prevalence of stunting from year to year in a row from 2007, 2010, 2013 and 2018 was 36.8%, 34.6%, 37.2% and 30.8%. The results are very concerning, only 2.2% of family planning counselors in Lampung Province meet the standard, 39% are above the standard, and the remaining 59% are below the standard.¹

Studies have shown that organizational commitment has a positive effect on improving the performance of family planning educators and also shows that perceived organizational support is significantly related to the performance of family planning educators.²⁻⁵ This shows that after the status transfer, performance targets have not been achieved because it is felt that the East Java family planning extension officers are too high, while operational support is not optimal.⁶⁻⁸

Lampung Province is one of the provinces that have acute and chronic nutritional problems. Where according to the results of Basic Health Research in Lampung Province, the prevalence of stunting is higher than the prevalence of other nutritional statuses. The prevalence of stunting in Lampung province in 2018 was

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27.3%, lower than the national average prevalence.

This shows that the perception of leadership style has a significant effect on improving the performance of family planning counselors. On the other hand, there was a decline in the performance of family planning educators in South Kalimantan Province during the adaptation period to new habits compared to before the pandemic, with limited numbers and limited knowledge of technology as factors inhibiting the performance of family planning educators, counseling officer.9,10

In addition to knowledge, attitudes are also needed by family planning field extension workers to implement the program in the field properly, that there is a relationship between the attitude of Family Planning Field Officers towards implementing the Bangga Kencana Program in the area. Another aspect found is the mastery and development of online-based contemporary counseling media, which is one of the obstacles for family planning counselors in Central Java Province.11,12

Another research shows that organizational commitment, along with job satisfaction and job involvement, has a strong influence on employee performance. Job satisfaction, organizational commitment, and involvement have a partial and simultaneous positive effect on improving the performance of bank employees. Another thing that can be explained related to job satisfaction is influenced by job content, management, work environment, compensation, job promotion, and job training. From a performance monitoring perspective, identify weaknesses in the online family planning educator performance monitoring system, such as the possibility of closing daily activity reports.13–15

For employees of the National Family Planning Coordinating Board itself, competency has proven to have a positive effect on performance improvement. That the higher the competence of employees at the National Family Planning Coordinating Agency employees themselves, the more competence is proven to have a positive influence on improving performance, that the higher the competence of employees, the more performance will increase. Previous research has proven that if employees have good job involvement, then organizational behavior will also increase and shows that leadership behavior has a stronger influence on performance than competence. then the performance will increase. Previous research has proven that if employees have good job involvement, then organizational behavior will also increase and shows that leadership behavior has a stronger influence on performance than competence.16–18

Competence is also important, including motivation, to improve the performance of family planning educators, which can affect the quality of services to family planning cadres in the field, but most of the obstacles experienced by family planning educators came from internal factors of the family planning educators themselves.19,20

One of the strategy updates for accelerating stunting reduction is the family approach through mentoring families at risk of stunting to achieve the target, namely prospective brides/prospective couples of childbearing age, pregnant and lactating women up to postpartum, and children 0-59 months.21–23

The strategy for implementing family assistance is to increase collaboration and synergy in the roles of midwives, Family Empowerment and Welfare Assistance Team cadres and family planning cadres with teams to accelerate stunting reduction, managers and implementers of development in villages/wards and stakeholders for the following purposes:24 i) provision and screening of target data for families at risk of stunting; ii) improving the quality of preparation for family life; iii) increasing the fulfillment of family nutritional intake; iv) improved parenting and growth and development of toddlers; v) increased participation in postnatal family planning; vi) improved facilitation of access and quality of family health; vii) improved facilitation of access to drinking water and sanitation in the family environment; viii) strengthening referral service facilities for families and prospective brides/prospective couples of childbearing age; ix) strengthening the facilitation of providing social assistance to families at risk of stunting; x) improving the quality of reporting on the implementation of family assistance.

**Assistance for families at risk of stunting**

Family assistance is a series of activities that include counseling, facilitation of referral services and facilitation of the provision of social assistance aimed at increasing access to information and services for families and/or families at risk of stunting with priority targets, namely pregnant women, postpartum mothers, children aged 0-59 months, and all prospective brides/prospective couples of childbearing age through 3 months of premarital assistance as part of marriage services for early detection of stunting risk factors and making efforts to minimize or prevent the effects of stunting risk factors.25–28

In order to strengthen the implementation of family mentoring tasks, every employee in the family assistance team has a division of roles, namely: i) midwives as coordinators of family assistance and health service providers; ii) family Empowerment and Welfare Assistance Team cadres/management as movers and facilitators (mediators) of services for families; iii) family planning cadres as recorders and reporting of data/development of the implementation of family and/or target group assistance.

There is a Family Assistance Team deployed in all regions in Indonesia to reduce the stunting rate to 14 percent in 2024. Based on data from the Indonesian Toddler Nutrition Status Survey in 2021, the prevalence of stunting is currently at 24.4%

The existence of Family Assistance Team, who immediately went to the field, found out the problems that existed in the smallest scope at the Village level to the family. The Family Assistance Team is tasked with conducting counseling, facilitating referral services and facilitating the provision of social assistance as well as conducting surveillance to target families at risk of stunting.

**Materials and Methods**

This research is a quantitative research with a cross-sectional study design. This research was conducted to determine the frequency distribution of independent and dependent variables and to find statistical relationships between one variable and another, namely, to study the relationship between competence and the performance of family planning instructors in assisting families at risk of stunting in Lampung Province. This research was conducted at the Lampung Provincial Health Office.

The population in this study were all family planning instructors in Lampung Province. It is known that the number of family planning instructors in Lampung Province as of January 2022 is
The population in this study is the number of family planning instructors in Lampung Province as of January 2022, as many as 503 people. The sample of this study was 225 family planning instructors.

Inclusion criteria that must be considered in the study are, namely: willingness to be a respondent, active status as a family planning instructor and assigned to all regions in Lampung Province. Meanwhile, the exclusion criteria were that the family planning instructor was sick at the time of the study and/or had the status of a prospective family planning instructor.

Samples were taken using a proportionate stratified simple random sampling technique. The technique is sampling where in the population, there are several strata that are homogeneous, while between strata, there are heterogeneous properties. In order for the sample taken to represent the population, it is necessary to consider proportionally taking samples from each strata.30

In the population of family planning instructors in Lampung Province, it is known that the distribution is uneven, which is indicated by the heterogeneity of the numbers in each district/city and results in variations in the ratio of the assisted villages. For this reason, the determination of the sample size is carried out proportionally based on the number of family planning instructors in the district/city. Then a large number of samples were taken randomly in each region, as shown in Table 1.

**Data collection**

The type of data used in this study is primary data. The primary data obtained in this study are all the variables studied. Data was collected using a questionnaire method using an online questionnaire in the form of a google form which was distributed to respondents. The questionnaire was used to obtain primary data from respondents about years of service, competencies, attitudes, transformational leadership and performance of family planning instructors in assisting families at risk of stunting in Lampung Province. In addition, researchers also observed documents such as reports on activities involving family planning instructors to support research results.

**Instrument test**

The measuring instrument used in this research is a questionnaire. Variable measurements are distinguished based on the types of questions/statements contained in the questionnaire, including: i) the variable length of service is measured based on the facts recognized by the respondents at the time the research was conducted; ii) the competency variable was measured by answering 13 closed questions about knowledge and skills with multiple choice weighted 1 for the correct answer, then the answers were added up and a competency score was obtained; iii) attitude and transformational leadership variables were measured using the Likert method. The statements have been written according to the rules of writing statements and are based on a predetermined scale design, which consists of 10 attitude statements and 8 transformational leadership statements. Respondents will be asked to state their agreement or disagreement with the contents of positive statements on these variables in 4 types of answer categories, namely “Strongly disagree” with a weight of 1, “Disagree” with a weight of 2, “Agree” with a weight of 3 and “Strongly Agree” with a weighted value of 4. The weight of the scores for each statement answered by the respondent was then added up and obtained an attitude score and a transformational leadership score; iv) the performance variable is measured by answering as many as 8 closed questions with the answer choice of “yes” which is given a weight of 1 or “no” which

### Table 1. Research proportional sample size.

<table>
<thead>
<tr>
<th>No.</th>
<th>City</th>
<th>Number of family planning instructors</th>
<th>Proportion</th>
<th>Sample</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Lampung selatan</td>
<td>110</td>
<td>0.22</td>
<td>49</td>
</tr>
<tr>
<td>2</td>
<td>Lampung tengah</td>
<td>61</td>
<td>0.12</td>
<td>27</td>
</tr>
<tr>
<td>3</td>
<td>Lampung utara</td>
<td>33</td>
<td>0.07</td>
<td>15</td>
</tr>
<tr>
<td>4</td>
<td>Bandar lampung</td>
<td>63</td>
<td>0.13</td>
<td>28</td>
</tr>
<tr>
<td>5</td>
<td>Lampung barat</td>
<td>16</td>
<td>0.03</td>
<td>7</td>
</tr>
<tr>
<td>6</td>
<td>Tulang bawang</td>
<td>15</td>
<td>0.03</td>
<td>7</td>
</tr>
<tr>
<td>7</td>
<td>Tanggamus</td>
<td>30</td>
<td>0.06</td>
<td>13</td>
</tr>
<tr>
<td>8</td>
<td>Metro</td>
<td>18</td>
<td>0.04</td>
<td>8</td>
</tr>
<tr>
<td>9</td>
<td>Lampung timur</td>
<td>46</td>
<td>0.09</td>
<td>21</td>
</tr>
<tr>
<td>10</td>
<td>Way kanan</td>
<td>13</td>
<td>0.03</td>
<td>6</td>
</tr>
<tr>
<td>11</td>
<td>Pesawaran</td>
<td>33</td>
<td>0.07</td>
<td>15</td>
</tr>
<tr>
<td>12</td>
<td>Pringsewu</td>
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<td>13</td>
<td>Mesuji</td>
<td>14</td>
<td>0.03</td>
<td>6</td>
</tr>
<tr>
<td>14</td>
<td>Tulang bawang barat</td>
<td>8</td>
<td>0.02</td>
<td>4</td>
</tr>
<tr>
<td>15</td>
<td>Pesisir barat</td>
<td>12</td>
<td>0.02</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>503</td>
<td>1.00</td>
<td>225</td>
</tr>
</tbody>
</table>

### Table 2. Frequency distribution of respondents based on the competency of family planning instructors in Lampung province in 2022.

<table>
<thead>
<tr>
<th>Variable</th>
<th>Total</th>
<th>Percentase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Competence</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Good</td>
<td>82</td>
<td>36.4%</td>
</tr>
<tr>
<td>Not good</td>
<td>143</td>
<td>63.6%</td>
</tr>
<tr>
<td>Total</td>
<td>225</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Source: Primary data processing
is given a weight of 0, then the answers are added up and a performance score is obtained.

**Validity test and reliability test**

To measure the validity and consistency of the questionnaire in this study, it is necessary to test its validity and reliability. According to Sugiyono, the validity test is a test that measures the extent to which the measuring instrument used measures what should be measured. While the reliability test aims to measure the measuring instrument, when used many times, will produce the same data (consistent).\(^3\) Questionnaire testing was carried out on 20 respondents outside the sample who were the subject of the study but were still in the same population. How to test using a computer statistical software program.

The reliability test was carried out using Cronbach’s Alpha method, which was to compare the alpha value with the question correlation value. For questions that have been tested for validity, if Cronbach’s Alpha value is >0.7, then the question is considered reliable. Data processing is done by processing, editing, coding, Processing and Cleaning. Data analysis was performed with Univariate and Bivariate Analysis.

**Results**

From Table 2, it can be seen that the competence of respondents in assisting families at risk of stunting with good categories is only 36.4% and the rest (63.6%) are in poor categories.

Based on the competency indicators, family planning instructors are needed to assist families at risk of stunting, as shown in Figure 1. The majority of respondents mastered the skills of advocacy techniques (95.6%) and IEC media development (94.7%), while interpersonal communication was only mastered by 66.2% of respondents. In terms of knowledge, most of the respondents knew well about stunting regulation (93.3%), stunting prevention efforts (89.3%), family assistance team elements (76.4%) and IEC materials (76%), and tasks family planning cadres (75.6%). However, respondents are also still not good at understanding the meaning (42.2%) and the target of family assistance (70.2%), the duties of midwives (65.3%), Family Empowerment and Welfare (21.3%), and even family planning instructors (17.3%) themselves in assisting families at risk of stunting.

**Discussion**

It is known that there are 52.4% of respondents who have good competence and active performance, while 72% of respondents have poor competence and active performance. The results of the statistical test obtained a value of 0.004 (smaller than the alpha value), meaning that H0 was rejected. It can be concluded that there is a significant relationship between competence and the performance of family planning instructors in mentoring at risk of stunting in Lampung Province in 2022.

![Figure 1](image-url) Frequency distribution of respondents based on competency indicators of family planning instructors in Lampung province in 2022. Source: Primary data processing, 2022

<table>
<thead>
<tr>
<th>Variable</th>
<th>Active</th>
<th>Performance</th>
<th>Total</th>
<th>Prevalence rate 95% CI</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>%</td>
<td>n</td>
<td>%</td>
<td></td>
</tr>
<tr>
<td>Competence</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Good</td>
<td>43</td>
<td>52.4%</td>
<td>39</td>
<td>47.6%</td>
<td>82</td>
</tr>
<tr>
<td>Not good</td>
<td>103</td>
<td>72.0%</td>
<td>40</td>
<td>28.0%</td>
<td>143</td>
</tr>
<tr>
<td>Total</td>
<td>146</td>
<td>124.4%</td>
<td>79</td>
<td>75.0%</td>
<td>225</td>
</tr>
</tbody>
</table>

Source: Primary data processing, 2022.

Table 3. Distribution of respondents based on competence with the performance of family planning instructors in assisting families at risk of stunting in Lampung province in 2022.
This is in accordance with research conducted by Banuwa and Susanti in 2021, which stated that training needs analysis showed that the obstacles in carrying out the duties mostly came from internal factors which are related to personal tasks and competencies. The training required by family planning companions is training related to reproductive health, advocacy skills, utilization of technology, article-making and scientific papers, problem-solving techniques, and effective communication.20

The results of the analysis also obtained a Prevalence Rate value of 0.4, meaning that respondents with good competence have an active performance of 0.4 times higher than respondents with poor competence. A detailed data is presented in Table 3. Training has a significant effect on performance, as well as work motivation, self-concept, and work experience.32

The activity of family planning cadres in accessing information, communicating, and dealing with outside parties can increase the capacity of family planning cadres in conducting counseling and overcoming the problems they face in family planning program activities so that they become better 34,35. Access to family planning program information is the ability of family planning cadres to develop their potential for technological development and renewal.33

The limited number of extension workers makes it difficult for extension workers to meet extension workers directly and the difficulty of communication networks affects the competence of extension workers in extension activities.34 Quite a number of factors affect performance and competency, including transformational leadership, training, and employee engagement.35

According to Thoha, individual characteristics are abilities, personal beliefs, expectations, needs, and past experiences. Meanwhile, according to Robbins and Judge, biographical characteristics such as age, gender, race, disability, and length of service are some of the real differences among workers. They also say that other individual characteristics are religious tenure, sexual orientation and gender identity, and cultural identity.36,37

Conclusions

The competence of family planning instructors in assisting families at risk of stunting in the good category is only 36.4% and the rest (63.6%) is in the poor category. Most family planning instructors mastered the skills of advocacy techniques and IEC media development, but only 2/3 of them mastered interpersonal communication. In terms of knowledge, most family planning instructors know well about stunting regulation, stunting prevention efforts, elements of the family companion team and IEC materials, as well as the duties of family planning cadres.

However, family planning instructors are also still not good at understanding the meaning and goals of family assistance, the duties of midwives, Family Empowerment and Welfare, and even the task of family planning instructors themselves in assisting families at risk of stunting.

There is a significant relationship between competence and the performance of family planning educators in facilitating stunting risk in Lampung Province in 2022, where family planning educators with good competence have an active performance of 0.4 times higher than those with poor competence.

References