

ANALYSIS OF THE PERFORMANCE OF THE FAMILY ASSISTANCE TEAM (FAT) IN ASSISTING FAMILIES AT RISK OF STUNTING IN MAJENE DISTRICT

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KEYWORDS

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ABSTRACT

Background. Assisting stunting-risk families is a series of activities that include counseling, facilitation of referral services, and facilitation of social assistance provision. Family Assistance Teams (FAT), comprising midwives, PKK cadres, and family planning staff, provide support at village levels to reach families affected by stunting. Their services target pregnant women, new mothers, young children, and couples planning marriage or pregnancy.

Aim. This study aims to analyze the factors related to the performance of the Family Assistance Team (FAT) in assisting stunting-risk families in Majene District.

Method. This research used a non-experimental design with a quantitative and analytical correlation approach. A correlation analytic study was employed to determine the strength of the relationship between independent and dependent variables. A proportionate stratified sampling technique was used, with a sample size of 191 members of the Family Assistance Team. Data analysis included univariate analysis, bivariate analysis using the Chi-Square formula, and multivariate logistic regression analysis.

Results. The study revealed a significant relationship between competence ($p=0.000$), attitude ($p=0.000$), motivation ($p=0.000$), and the performance of Family Assistance Team members in Majene District. Logistic regression analysis showed that motivation was the factor most strongly associated with team performance, with a p -value of $0.000 < 0.005$ and an OR of 4.2. **Conclusion.** The performance of Family Assistance Team members in Majene District is influenced by competence, attitude, and motivation, with motivation being the most significantly correlated element.

Introduction

Stunting is a growth and development disorder due to chronic malnutrition and repeated infections, especially during the first 1,000 days of life (HPK)(1) . The risk of stunting will impact the level of intelligence and productivity of children in the future. The incidence of stunting in Indonesia is still relatively high(2) . The World Health Organization (WHO) in its 2022 report shows that globally, 149.2 million children under the age of 5 are *stunted*, with 45.4 million underweight and 38.9 million overweight(3) . The number of *stunted* children decreased in all regions except Africa. In the Southeast Asia and Africa region another 151 million children under the age of five are *stunted*, with three-quarters of these children living in Asia and Africa (4).

The Ministry of Health of the Republic of Indonesia reported the results of the Indonesian Nutrition Status Survey (SSGI) in 2022. The survey results stated that the prevalence of *stunting* in Indonesia reached 21.6% (5). Although the prevalence of *stunting* in Indonesia decreased from 2.8% from 2021, this is still above the maximum *stunting* tolerance set by WHO, which is 20% (6).

The National Population and Family Planning Agency (BKKBN) as the main sector designated by the Government, needs to formulate new strategies and methods that are more collaborative and sustainable to accelerate the reduction of stunting (7). The steps taken include providing integrated and sustainable services, focusing on prevention efforts, and reaching all families who have or have the potential to give birth to children at risk of stunting through family life planning. In addition, integrated monitoring and evaluation is also an important part of this strategy, as mandated in Presidential Regulation Number 72 of 2021 .(8)

The implementation of this strategy includes assistance for families at risk of stunting through the formation of a stunting reduction acceleration team structured to the smallest area level(9) . At the village or *kelurahan* level, the team involves Family Planning (KB) extension workers, midwives, family empowerment and welfare mobilizers (TP PKK), and KB cadres as the spearhead who interact directly with the community (10). Data from the 2022 Indonesian Nutrition Status Survey (SSGI) results for the province show that West Sulawesi Province is in second place with the highest stunting rate in Indonesia, after East Nusa Tenggara Province (NTT)(6). At the Regency Level in West Sulawesi itself, Majene Regency according to SSGI in 2021 is ranked 2nd below Polewali Mandar Regency with a prevalence of 36.0% in toddlers who are *stunted* in West Sulawesi, which is 35.7%, while in 2022 there is an increase in cases of stunted toddlers, namely 4.9% with a prevalence of 40.6% which makes Majene Regency the 1st ranked Regency with the highest number of stunted children in West Sulawesi .(5)

Assistance to families at risk of *stunting* is a series of activities that include counseling, facilitation of referral services and facilitation of providing social assistance with the aim of increasing access to information and services for families and/or families at risk of stunting(11) . Assistance to families at risk of stunting requires cooperation from various parties, such as midwives, cadres of the Family Empowerment and Welfare Movement Team (TP PKK), and Family Planning (KB) cadres(12) . In Majene District, there are around 363 members of the Family Assistance Team (FAT) consisting of midwives or health workers, family planning cadres, and PKK cadres(13) . This team acts as the spearhead in reducing the stunting rate, by focusing on assisting families at risk, especially in terms of prevention(14) . As a representation of the community, FAT plays an important role

in ensuring the implementation of active interventions aimed at reducing stunting rates among children under five in Majene District .(11)

Regarding the performance of FAT in accelerating the reduction of stunting, there are several problems, namely the delay of FAT cadres in reporting data on assistance in the elsimil application which results in unsynchronized data between the application and data in the field, the lack of knowledge of FAT cadres regarding their duties and roles in assisting families at risk of stunting, and not maximizing assistance to stunted children and pregnant women where only counseling and education are carried out so that there are still many stunted children. In fact, there are still targets that have not been touched by FAT in Majene district. From the description of the problems above, the researcher is interested in examining in depth about "The Performance of the Family Assistance Team in Assisting Families at Risk of Stunting in Majene Regency".

Participants and Methods

This research is a quantitative study with a *cross sectional* study design with a correlational design. This research was conducted in Majene Regency in December 2023 - March 2024. The sample of this study was 191 Family Assistance Team (FAT) in Majene Regency with Inclusion Criteria, namely FAT in Majene Regency and willing to become respondents as evidenced by a letter of willingness to become a respondent. The sampling technique used *proportionate stratified sampling* technique. Thus, based on the number of FATs in Majene Regency, a certain sample size was determined, then sampling continued until it reached the specified sample size. The questionnaire was given directly to FAT members to collect data and they were asked to complete it.

Data were collected using demographic information, competency, attitude and motivation questionnaires. The Demographic Questionnaire consisted of Name, Age, Gender, Status in FAT, Length of Service and Area of Service. Competency questionnaire was measured by answering multiple choice questions. Attitude and motivation questionnaires were measured using the Likert Scale method, which was adapted in the study(15) and has been tested for validity and reliability with a *Cronbach Alpha* value of 0.878. The performance variable was measured by answering questions with the answer options "yes" or "no". Then the data were processed and analyzed gradually to multivariate with multiple logistic regression test using a computer statistical program.

Findings

Table 1. Distribution of General Characteristics of Respondents in DPPKB Majene Regency (n = 191)

Category	Total	Percentage
Age		
17-25	10	5,2 %
26-35	121	63,4 %
36-45	60	31,4 %
Gender		
Male	13	6,8 %
Female	178	93,2 %
Status in FAT		
Midwife / Health	54	28,3 %

Worker		
TP-PKK	74	38,7 %
PPKBD	63	33 %
Length of Service		
≤1 Year	109	57,1 %
>1 Year	82	42,9 %
Total	191	100,0 %

Table 1 shows that the majority of the Family Facilitating Team (FAT) in Majene Regency is 26-35 years old (63.4%), most of the respondents are female (93.2%), out of 191 members of the family assistance team who have the status of midwives / health workers (28.3%), who have TP-PKK status (38.7%) and who have PPKBD status (33%), with the majority of working period ≤ 1 year (57.1%).

Table 2. Relationship between Competence, Attitude, Motivation and Performance of FAT (n = 191)

Variables	Performance				ρ - value
	On		Less Active		
	n	%	n	%	
Competence					
Good	76	60,8%	25	40,2%	0,000
Less	39	54,2%	51	35,8%	
Attitude					
Positive	84	70,4%	33	46,6%	0,000
Negative	31	44,6%	43	29,4%	
Motivation					
High	85	65 %	23	43 %	0,000
Low	30	50 %	53	33 %	
Total	99	51,8%	92	48,2%	

The results of the analysis show that there is a significant relationship between competence, attitude and motivation with FAT performance in assisting families at risk of stunting ($p = 0.000$).

The findings of this study indicate that Competence is related to FAT Performance in assisting families at risk of stunting, Performance can be said to be the success of officers in providing / carrying out their duties and responsibilities(16) . In accordance with the research of Lewaherilla & Sijabat (2020), in BKKBN employees themselves, competence has a positive effect on improving performance(17) . this shows that increasing competence tends to lead to improved performance, supporting the idea that increased competence correlates with better performance results(18) . So that increasing competence is indeed needed to improve better performance.

It is known that there are FATs who have mediocre competence or tend to be lacking, it does not dampen their work enthusiasm to continue working actively. So this condition needs to be watched out for considering that not all FATs are actively performing. Increasing competence through technical training is necessary for all FAT members in Kabupaten Majene. With training, it is expected that more FATs

will have competencies that exceed the standard so that they are encouraged to work more actively and optimally. In line with research Wahidin (2021) that the performance of family planning extension workers is believed to increase if their competence also increases(19) . The next finding is that there is a relationship between attitude and FAT performance in assisting families at risk of stunting, in line with research Simanjuntak et al., (2020) that PLKB attitudes are related to the implementation of the Bangsa Kencana Program in the field .(20)

It is known that FATs with positive attitudes have higher active performance than those with negative attitudes. The work attitudes in question according to Kammeyer-Mueller et al., (2024) are worker involvement, perceived organizational support, organizational commitment, work engagement and job satisfaction(21) . The influence of the five work attitudes on improving performance is proven by the following studies. Research Faidha (2021) shows that there is a positive effect of organizational commitment on improving the performance of family planning extension workers(22) . Research Manurung et al., (2018) shows that the perception of organizational support is related to the performance of family planning extension workers . (23)

In addition, Wahidin (2021) proves that worker involvement or employee engagement has a direct effect on increasing the level of competence and performance of family planning extension workers(19) . So what needs to be a concern is that there are still FATs with mediocre or negative attitudes, but still work actively. Especially FATs do not feel the support of operational budget assistance for their work in the field even though it has been provided through the APBD, including operational assistance for families at risk of stunting. Therefore, researchers suggest that the Majene District Government needs to strive to encourage the DPPKB OPD as the implementer to facilitate funds so that operations in the field can be carried out. The hope is that the more FAT is facilitated in its work operations, the more positive its attitude will be and the more optimal its performance will be.

The next finding is that there is a relationship between motivation and the performance of FAT members in assisting families at risk of stunting, in line with research Aziz et al., (2024) that the motivation of Prasetya Bunda Tasikmalaya Hospital employees is positively correlated with employee performance(24) . It is known that FATs with high motivation have higher active performance than those with low motivation. Abraham Maslow classified human needs into 5 levels, namely physiological needs, security needs, social needs, appreciation needs and self-actualization needs(25) . The influence of these five needs on performance improvement is evidenced by the following studies. Research by Margie et al., (2023) shows that motivation has a positive and significant effect on the performance of health workers(26) . Research by Rahman Yusriani Jumakil et al., (2024) explains that there is an influence of motivation on the performance of health workers at the Lepo-Lepo Kendari Health Center(27)

So what needs to be a concern is that there are still FATs with low motivation but still work actively. Especially FATs do not feel the fulfillment of their appreciation needs where there are no bonuses or gifts for those who have worked very hard so that they reach the target. Therefore, the researcher suggests that the Majene Regency Regional Government needs to work hard and OPD DPPKB as the implementer to provide appreciation for those who have reached the target so that FAT members are more motivated and maximize their performance.

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