

FACTORS INFLUENCING EMPLOYEE PERFORMANCE IN TELUK PANDAN: A QUANTITATIVE DESCRIPTIVE STUDY

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ABSTRACT

This study investigates the factors influencing employee performance, focusing on four key variables: work experience, motivation, education, and skills. Conducted in Teluk Pandan District, Pesawaran Regency, the research employs a descriptive quantitative approach to objectively analyze specific phenomena. Data collection spanned from October 2023 to March 2024, involving 54 respondents from 10 villages. The study utilizes a 5-point Likert scale and purposive sampling to gather primary data, complemented by secondary literature sources. Findings reveal that skills significantly predict performance, while motivation and education also contribute positively, albeit to a lesser extent. Work experience, however, does not show a significant impact. The study underscores the importance of regular training, information exchange via WhatsApp groups, and consistent monitoring to enhance the effectiveness of stunting prevention programs.

Keywords: *Employee Performance, Motivation, Skills, Stunting Prevention*

Introduction

Employee performance plays a pivotal role in the success of any organization, and this is particularly true in community health programs that aim to tackle critical public health issues such as child stunting (Bhatia et al., 2021; Habiburrahman et al., 2019; Krishnan & Loon, 2018; Qomariah et al., 2020). Stunting, a condition characterized by impaired growth and development in children due to poor nutrition, repeated infections, and inadequate psychosocial stimulation, poses a significant challenge in many rural areas (Agushybana et al., 2022; Wulandari et al., 2022). Effective prevention and intervention strategies are essential to address this issue, and the performance of community health workers, known as *kader TPK* (Tim Pendamping Keluarga), is a critical determinant of the success of these programs (Oshodi et al., 2018; Tora et al., 2018).

Community health workers like *kader TPK* serve as the frontline in the fight against stunting, working directly with families in rural settings to provide education, resources, and support (Adnan, 2018; Barusman & Barusman, 2017; Kusumasari & Wasi, 2021). Their performance directly influences the outcomes of stunting prevention programs, making it imperative to understand the factors that drive their effectiveness (Pratama & Defrizal, 2024). Despite the extensive body of research on employee performance in general, there is a significant gap in understanding the specific factors that influence the performance of *kader TPK* in rural environments. These settings present unique challenges, including limited resources, geographical isolation, and cultural factors that may affect the implementation of health interventions (Doku et al., 2016; Wee et al., 2022).

This study aims to address this gap by examining the impact of work experience, motivation, education, and skills on the performance of *kader TPK* in Teluk Pandan, Kabupaten Pesawaran. Teluk Pandan, a rural area with a high prevalence of child stunting, provides a critical context for understanding how these variables influence the effectiveness of community health workers in delivering essential services. By focusing on *kader TPK*, the research seeks to uncover the specific conditions and attributes that enhance or hinder their performance, offering valuable insights into how to optimize these roles for better health outcomes.

The primary objective of this study is to identify and quantify the factors that significantly affect the performance of *kader TPK*. Understanding these determinants is crucial for developing targeted strategies that can improve the effectiveness of stunting prevention programs. Given the localized nature of this research, the findings are expected to provide actionable insights that can be directly applied to enhance the performance of *kader TPK* in Teluk Pandan and similar rural areas. Moreover, this study will contribute to the broader field of community

health by offering a nuanced understanding of how work experience, motivation, education, and skills interplay to affect performance in challenging rural environments.

Ultimately, the insights gained from this study will not only inform the management and training of *kader TPK* but also have broader implications for policy-making and the design of community health interventions. By providing a detailed understanding of the factors that drive performance in these crucial roles, this research aims to support more effective and sustainable stunting prevention efforts, thereby contributing to the overall improvement of child health in rural Indonesia.

Methodology

This study uses a quantitative descriptive approach to explore the factors influencing the performance of kader TPK in Teluk Pandan, Kabupaten Pesawaran. Conducted from October 2023 to March 2024 across 10 villages, the research involved a purposive sample of 54 kader TPK. Data were collected through questionnaires, observations, literature reviews, and documentation, focusing on variables like work experience, motivation, education, and skills. The questionnaire's reliability was confirmed with a Cronbach's alpha above 0.700, ensuring consistent measurement. Data analysis included both descriptive statistics to summarize respondent demographics and inferential statistics, using multiple linear regression to assess the relationships between the independent variables and performance (Zhong & Xu, 2023).

Result and Discussion

a. Descriptive Statistics

The sample for this study was predominantly female, accounting for 98.2% of the respondents, and was primarily composed of individuals aged between 31 and 40 years. The educational background of the participants varied, with 37% having completed high school, and the majority identified as homemakers (38.9%). The descriptive analysis of the variables—work experience, motivation, education, and skills—revealed high mean scores across the board, suggesting a consensus among respondents regarding the significance of these factors in influencing their performance. Specifically, the mean scores were as follows:

Education (X3): Mean = 4.324
Skills (X4): Mean = 4.336
Performance (Y): Mean = 4.133

These high mean scores indicate that respondents generally agree on the importance of education, skills, and other factors in contributing to their performance, reflecting a positive perception of the roles these variables play in their professional effectiveness.

b. Inferential Statistics

The multiple linear regression analysis provided insights into the impact of work experience, motivation, education, and skills on performance. The regression model was formulated as follows:

$$[Y = -9.344 + 0.046X_1 - 0.153X_2 - 0.096X_3 + 1.372X_4]$$

Where:

- (Y) = Performance
- (X₁) = Work Experience
- (X₂) = Motivation
- (X₃) = Education
- (X₄) = Skills

The regression results indicated that work experience and skills positively contribute to performance, with coefficients of 0.046 and 1.372, respectively. This suggests that practical experience and skill development are significant predictors of performance, highlighting their critical role in enhancing

professional effectiveness. In contrast, motivation and education had negative coefficients (-0.153 and –

0.096, respectively), implying that, within this context, they have a detrimental impact on performance. This finding suggests that while formal education and intrinsic motivation are valuable, they may be less critical than hands-on experience and skill proficiency in determining performance outcomes.

c. Correlation Analysis

The correlation analysis revealed significant relationships between the variables, with the strongest correlation observed between the total scores for skills (X4) and performance (Y). The Pearson correlation coefficient for this relationship was ($r = 0.872$), indicating a very strong positive correlation. This high correlation underscores the importance of skills in enhancing performance, suggesting that skill proficiency is a major determinant of how well individuals perform in their roles.

d. Hypothesis Testing

The hypothesis testing, conducted using an F-test at a 5% significance level, confirmed that the independent variables collectively have a significant impact on performance. The null hypothesis, which posited that there was no significant effect of the independent variables on performance, was rejected. This validation of the alternative hypothesis confirms that work experience, motivation, education, and skills do influence performance, supporting the notion that these factors interact in complex ways to affect professional outcomes. This result reinforces the importance of focusing on skill development and practical experience to enhance performance, while also considering the less significant roles of motivation and education within this specific context.

Discussion

This study's findings provide important insights into the performance of kader TPK in stunting prevention programs within rural settings, aligning with existing literature on the factors affecting community health workers' effectiveness. The results underscore the critical role of practical experience and skill proficiency, consistent with previous research emphasizing the importance of these factors in health program outcomes (Oshodi et al., 2018; Tora et al., 2018). The positive coefficients for work experience and skills in the regression analysis indicate that these elements are significant predictors of performance, echoing findings from similar studies that highlight the essential role of hands-on experience and skill development in enhancing the effectiveness of community health interventions (Adnan, 2018; Kusumasari & Wasi, 2021).

In contrast, the negative coefficients for motivation and education suggest that, within this specific context, these factors might be less influential in determining performance. This finding is somewhat surprising given the general literature on employee performance, which often highlights the importance of intrinsic motivation and educational background (Krishnan & Loon, 2018; Qomariah et al., 2020). However, it is possible that in the challenging rural environments of Teluk Pandan, practical experience and specific skill sets may outweigh the benefits of formal education and intrinsic motivation, particularly when addressing complex issues like child stunting (Doku et al., 2016; Wee et al., 2022).

The strong positive correlation between skills and performance reinforces the notion that skill proficiency is a major determinant of effectiveness in community health roles. This finding aligns with the work of Bhatia et al. (2021), who argue that the ability to effectively apply knowledge and skills directly impacts the success of health interventions. The high correlation underscores the need for targeted skill development programs to enhance the performance of kader TPK, suggesting that investing in training and practical skill enhancement can lead to more successful outcomes in stunting prevention efforts.

The hypothesis testing further supports the significance of work experience and skills in affecting performance, validating the complexity of the interactions between these factors. This outcome is in line with Pratama and Defrizal (2024), who emphasize that a nuanced understanding of these variables is crucial for improving community health worker effectiveness. The study's results suggest

that while motivation and education are important, their impact might be contextually dependent, and their roles should be considered alongside the more critical factors of experience and skill proficiency.

In conclusion, the findings of this study contribute to a deeper understanding of the factors influencing kader TPK performance in rural settings, aligning with the existing literature on community health interventions. By highlighting the relative importance of practical experience and skills over motivation and education in this context, the research provides actionable insights for optimizing the performance of community health workers and enhancing the effectiveness of stunting prevention programs. These insights are particularly valuable for designing targeted training and support strategies that address the specific needs and challenges faced by kader TPK in rural Indonesia.

Conclusion

This study provides valuable insights into the factors affecting the performance of kader TPK in Teluk Pandan. The findings highlight the critical role of work experience and skills in enhancing performance, while also revealing the unexpected negative impact of motivation and education. These results suggest that practical, hands-on training and skill development should be prioritized in stunting prevention programs.

Future research should explore the underlying reasons for the negative impact of motivation and education, possibly by incorporating qualitative methods to gain deeper insights. Additionally, expanding the study to other regions could provide a more comprehensive understanding of the factors influencing community health worker performance. By addressing these factors, policymakers and program managers can design more effective interventions to improve the performance of kader TPK, ultimately contributing to better health outcomes in rural communities.

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