



# **THE EFFECTIVENESS OF POSYANDU CADRE EMPOWERMENT THROUGH VILLAGE FUNDS IN KARANG INDAH VILLAGE, ANGSANA DISTRICT, TANAH BUMBU REGENCY**

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## **Abstract**

The Department of Community and Village Empowerment of Tanah Bumbu Regency, South Kalimantan Province has carried out various policies and implemented its regional autonomy by prioritizing the concept of decentralization which provides opportunities to develop the region in line with the increasing demands of the community for quality public services, although the varying demands of the community will fulfill their desires for quality public services. well-being. But in reality the condition of public services among villages varies, some are already good, but not a few are still concerned and need special attention. This study aims to analyze the effectiveness of Posyandu Cadre Empowerment through Village Funds in Karang Indah Village, Angsana District, Tanah Bumbu Regency. This research is a qualitative research. Data were collected through interviews, observation, and documentation. The results showed that the effectiveness of empowering cadres in the Posyandu program through village funds that had been carried out had not been carried out properly because the roles of cadres were not in accordance with their obligations as Posyandu cadres, some posyandu cadres lacked the discipline to carry out their obligations, including cadres who were less active and also lacked the number of cadres in the implementation of the posyandu program carried out at the posyandu.

**Keywords:** Effectiveness of Empowerment, Empowerment of Posyandu Cadres, Karang Indah Village, Tanah Laut Regency.

## INTRODUCTION

Effectiveness is one of the most important things in a program, because the measure of the success of a program can be judged from its level of effectiveness (Ardila & Putri, 2015; Synta & Nurhazana, 2022). In measuring the level of effectiveness, it can be seen from how far the achievement of the results (output) of the planned goals, as stated by Martani and Lubis that the measure of effectiveness can be seen through the target approach (goals approach) where the center of attention is on the output (Khoiriyah, 2021; Setiawan, 2014). In this case, the measurement of the effectiveness of the cadre empowerment program is measured by the output produced whether it can support economic empowerment and improve public health in Karang Indah Village, Angsana District, Tanah Bumbu Regency, South Kalimantan Province.

Health is a very important thing and has become a benchmark that can determine the quality of a country's human resources, because through health services a person can optimize his physical, mental and social, so that he has maximum productivity (Agustin et al., 2019; Shintia, 2021). Creating the quality of the population, especially in the health sector, not only considering the physical or mental aspects, but also considering the social and productivity aspects (having a job or producing economically) (Rusmiati, 2021; Idris, 2016). Because health is holistic, it means that they influence each other in realizing the level of health of a person, group or community (Setyawan, 2019; Novrianti & Achmadi, 2021).

The Village Law has placed the village as the spearhead of development and improving community welfare as well as improving public health (Arifin, 2018; Sialagan et al., 2020). Villages are given the authority and adequate sources of funds in order to manage their potential in order to improve the economy and community welfare as well as health services. Law No. 6 of 2014 concerning Villages is a milestone for changing the paradigm of village regulation (Kurniawan, 2014; Bensa Putra, 2019). Villages are no longer considered as objects of development, but become the subject and spearhead of development and improvement of community welfare (Wahyono & Fattah, 2020). Villages are given the authority to regulate and manage government affairs, the interests of the local community based on community initiatives (Endah, 2020; Kurniawan, 2020). This starts from 2015 until now, namely 2020.

Based on Government Regulation number 72 of 2005 concerning village finances, by giving the village authority to carry out government tasks independently through the concept of granting village autonomy, it must also be understood that the village should have the right to obtain financing to carry out this authority, including to support the implementation of development. and improvement of health facilities and facilities in this case Posyandu for the sake of creating optimal health service delivery at the village level (Rahum, 2015; Gunawan & Kenamon, 2021).

In its movement, the posyandu is monitored by selected cadres from their own regions who are trained to carry out routine activities at the posyandu and outside the posyandu opening days (Shintia, 2021). Posyandu cadre is a person who because of his skills or abilities is appointed, elected and or appointed to lead the development of a posyandu in a place or village (Syah et al., 2014). The role of the cadre itself, namely monitoring the growth of children or toddlers, holding related counseling about maternal and child health so that the community knows and is able to practice what needs to be considered in handling children, pregnant or breastfeeding mothers and provide assistance to mothers who are not healthy or sick. if anyone needs to be referred to the hospital (Hasibuan, 2021). Improving the function and performance of the posyandu is a concern of all parties, so that the success of the posyandu is a shared responsibility. One of the most basic

posyandu problems is the low level of knowledge of cadres, both academically and technically (Mardjan et al., 2019).

The lack of community participation and knowledge regarding the posyandu work program in Karang Indah Village, Angsana District indicates that the role of cadres is not functioning optimally. In addition, the presence of children who have the opportunity to experience malnutrition indicates that the mother's lack of knowledge in providing nutrition is also evidence of the lack of success of posyandu activities. In this case the importance of the role of cadres in fostering a positive perception of the community to understand, understand the function of the posyandu so that the hopes of this organization to improve public health can be achieved. The holding of counseling is one form of cadre behavior in an effort to socialize the role of posyandu to the community,

Posyandu is one of the health efforts based on community resources, which is carried out by health cadres who have received education and training. Posyandu is a form of community-based health effort that is managed and organized from, by, for, and with the community. Posyandu is held to empower the community and provide convenience for the community to obtain basic health or basic social services to accelerate the reduction of maternal and infant mortality rates. Posyandu activities are not limited to only providing immunizations, but also monitoring the growth and development of infants and toddlers through weighing and providing additional food. Prevention and treatment of malnutrition can also be handled as early as possible if the posyandu is running well, because basically children under five with poor nutrition are not all born with abnormal weight. Posyandu services must be supported by posyandu cadres who are ready to play a role. Each cadre must have a positive perception so that the basic health services of Posyandu can run optimally, whether or not the role of this cadre is influenced by internal and external factors. The low participation of cadres has an impact on the low awareness of the community to come to monitor the nutritional status of children, pregnant and lactating mothers, which ultimately does not meet the developmental data on the nutritional status of children under five at the posyandu. Each cadre must have a positive perception so that the basic health services of Posyandu can run optimally, whether or not the role of this cadre is influenced by internal and external factors. The low participation of cadres has an impact on the low awareness of the community to come to monitor the nutritional status of children, pregnant and lactating mothers, which ultimately does not meet the developmental data on the nutritional status of children under five at the posyandu. Each cadre must have a positive perception so that the basic health services of Posyandu can run optimally, whether or not the role of this cadre is influenced by internal and external factors. The low participation of cadres has an impact on the low awareness of the community to come to monitor the nutritional status of children, pregnant and lactating mothers, which ultimately does not meet the developmental data on the nutritional status of children under five at the posyandu.

The key to the success of developing the posyandu program is the growth of community participation. Participation is obtained from the activity of mothers of toddlers coming to the posyandu, this can be seen from the motivation of mothers of toddlers to come to the posyandu (Sulistyanti & Untariningsih, 2013). Seeking health services can be manifested in action if it is felt as a need while the need is the basis of motivation.

The higher the motivation, the higher the intensity of the behavior. Thus, high motivation to bring toddlers to the posyandu becomes routine, posyandu is a health facility to monitor the growth and development of toddlers so that the motivation of mothers to bring toddlers to posyandu affects toddlers' visits to posyandu.

Empowerment of posyandu cadres is a strategic effort with the long-term goal of reducing infant mortality, maternal mortality and birth rates, as well as representing community participation in health development. Through this program, nutritional problems in infants, toddlers, pregnant women and breastfeeding mothers can be monitored directly, including through monitoring the growth of children so as to detect cases of malnutrition early. Activities that are carried out regularly every month make this program very effective in preventing nutritional problems in the community.

The functioning of the role of posyandu cadres is a hope in achieving a better degree of community welfare. It is undeniable that the achievement of the welfare of citizens is the responsibility of all components in society itself. Posyandu located in the community that involves the community can invite the community to maintain health. The implementation of posyandu activities will continue if it is supported by high community participation in posyandu activities by utilizing the health services available at Posyandu. Therefore, the function and role of posyandu cadres are increasingly needed in efforts to increase human resources.

The Posyandu cadre empowerment program is closely related to the provision of food to improve nutritional status. Food is a basic need which is the right of every human being and is one of the determinants of the quality of human resources (HR). In relation to ensuring food and nutrition security in the posyandu areas handled, posyandu cadres play an important role in realizing the provision of nutritious food, so the knowledge of posyandu cadres is very necessary in changing the behavior of nutrition-aware families (kadarzi) which was initially low so that it became higher, which is higher. in the end will improve food consumption patterns and nutritional status of children under five. Therefore, it is necessary to program efforts to increase levels of knowledge through fostering the application of the 2BS-AH concept (Diverse, Nutritious, Balanced, Safe and Halal) and increasing understanding of the nutritional needs of toddlers and pregnant women. The provision of food with the 2BS-AH concept is intended to anticipate failure to thrive in children aged under five.

Responding to the above phenomenon, the Department of Community and Village Empowerment of Tanah Bumbu Regency, South Kalimantan Province has carried out various policies and implemented its regional autonomy by prioritizing the concept of decentralization which provides opportunities to develop the region in line with the increasing demands of the community for quality public services, despite the varying demands of the community. will fulfill his desire for well-being.

A number of innovations to improve public services that have been carried out by the Department of Community and Village Empowerment, Tanah Bumbu Regency, South Kalimantan Province have contributed a lot to the achievement of community health status through empowering its cadres. However, in reality the condition of public services among villages varies, some are already good, but not a few are still concerned and need special attention. Based on the above background, the researchers conducted a study entitled "Effectiveness of Empowering Posyandu Cadres through Village Funds in Karang Indah Village, Angsana District, Tanah Bumbu Regency".

## **RESEARCH METHODS**

This study uses a qualitative approach with descriptive type. With a qualitative approach, this research is intended to describe the actual situation in detail and actual, as well as adapted to the problem and purpose, this research is used on the grounds that the phenomenon under study requires in-depth description and analysis so that it is hoped that in the study various answers can

be found and can reveal real events in the field. This qualitative approach is suitable to be used to study unique social phenomena because this approach is flexible and not strict so that there are many alternatives that can be used to answer phenomena that occur in the field.

In accordance with the focus and formulation of the research problem, the research conducted is located at the Posyandu, Karang Indah Village, Angsana District, Tanah Bumbu Regency, South Kalimantan. Its location far from the city center or development is characterized by limited economic infrastructure, few job opportunities outside of work as a fisherman or farmer and also quite far from the center of the crowd. It was noted that prior to the existence of village funds, Karang Indah Village was included in the IDT village category and with road access which was still very difficult to reach.

Data collection techniques in this study went through two stages, namely as follows:

- 1) Observation. In the opinion of Sugiyono (2012: 166), observation is a data collection technique to observe human behavior, work processes, and natural phenomena, and respondents. In this study, researchers conducted direct observations to find facts in the field. The instrument used by the researcher was unstructured non-participant observation. The non-standard nature of the instrument makes it easier for researchers to explore information related to the effectiveness of empowering posyandu cadres.
- 2) Interview. Techniques used to obtain information or information from sources. Interviews in research occur where the researcher is talking with the resource person with the aim of digging up information through questions and using certain techniques. "An interview is a conversation with a specific purpose. Conversation of two people, the interviewer 31 as the one who asked the question and the resource person who gave the answer", (Moleong, 2007: 186). With in-dept interview technique.
- 3) Documentation is needed to support the completeness of existing data. Documentation from the researcher was taken directly at the research location. The researcher will take a picture or photo where the researcher conducts the research, namely in the posyandu, Karang Indah Village, Angsana Subdistrict, Tanah Spice Regency, South Kalimantan, which has the same opportunity to be selected as a sample.

## **RESULTS AND DISCUSSION**

### **Characteristics of Respondents**

The general description of respondents is information that can be read and understood so that a conclusion can be drawn. Respondents by age at most have ages between 21-30 years as many as 17 people (17%), then those who have the age between 31-40 years as many as 8 people (8%), and those aged more than 40 years as many as 7 people (7% ) of all respondents. Respondents according to gender are male sex as many as 4 people (4%) and female sex as many as 12 people (28%) of the total respondents. Respondents based on their latest education varied, judging from the last education starting from junior high school as many as 2 people (2%), high school as many as 24 people (24%), bachelor's degree as many as 6 people (6%) of the total respondents. Respondents based on occupation, seen from farmers as many as 6 people (6%), Cadre as many as 17 people (7 %).

### **Research result**

#### **a. Cadre approach in implementing posyandu program**

The author conducted interviews about the approach of posyandu cadres in implementing the posyandu program to the community. the role of cadres according to her book Maryam Siti. R

(2010). The following is the author's interview with posyandu cadres, Mrs. Siti Rohani as Chair of the posyandu said that:

*“The posyandu program in Karang Indah Village, Angsana Sub-district, Tanah Bumbu Regency has a very significant decline because some women or the community do not support the implementation of the posyandu program due to the inactivity of posyandu cadres and the lack of posyandu cadres who are considered by the community to be only one eye and they relying on private doctors and village midwives or traditional medicine”.* (Interview with the head of the posyandu in Karang Indah Village, 12 September 2021).

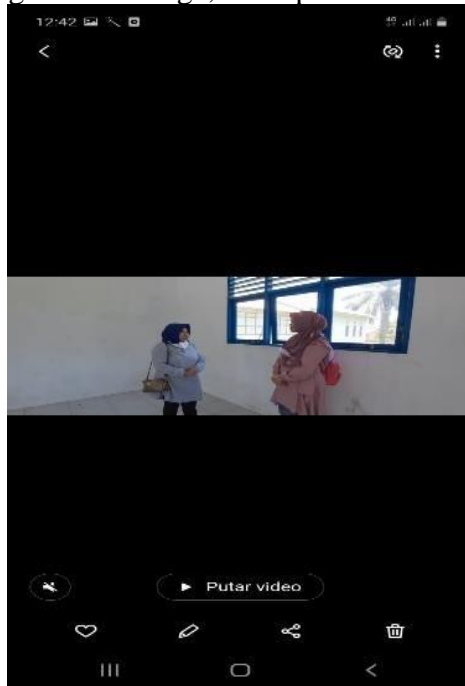


Figure 1. Photo of interviews with respondents (2021)

Furthermore, the authors interviewed posyandu cadres regarding the activities of posyandu cadres in implementing the posyandu program to mobilize community participation, following her interview, Mrs. Suharti as the head of posyandu cadres said that:

*“The activity of cadres is still very lacking and there is also a lack of cadres in the implementation of the posyandu program which makes the implementation of the posyandu irregular and disorderly, many people weigh their own toddlers because of the limited posyandu cadres while also some people are reluctant to come to the posyandu with various kinds of reasons”.* (Interview with posyandu cadres, September 13, 2021).



Figure 2. Photo Interview with Posyandu cadres (2021)

After that the author interviewed several women who participated in the implementation of the posyandu program related to the inactivity of posyandu cadres in implementing the posyandu program, following the researcher's interview with Mrs. Siti Aisyah she stated that:

*"Cadre activity is still very lacking right now, there are only three cadres every day because of social restrictions and community activities with the Covid-19 pandemic, if later the cadres don't come I will weigh my own children and the weighing is not orderly, no one wants to." give up, everyone asks first.*" (Results of interview with Siti Aisyah's mother, September 13, 2021).

The responses from other respondents also responded that:

*"The performance is not good, Miss, there are many cadres who are not active, sometimes the cadres don't understand what to do, which makes the posyandu a bit complicated".* (Results of interview with respondents, September 13, 2021).

b. Implementation of cadres who can be creative in the implementation of the posyandu program

In the implementation of cadres who can be creative in the implementation of the posyandu program, according to the cadre leader, there is less because the socialization provided is also lacking, as well as my interview with the cadre leader.

*"Judging from the limitations of cadres in the posyandu, their participation has decreased and also hampered the implementation of posyandu activities."*

The interviews with posyandu cadres regarding the implementation of cadres who can be creative in the implementation of the posyandu program are as follows:

*"If the problem of registering children under five is thorough and orderly, we as posyandu cadres officers, but if there are many people and the limitations of cadres, that makes us as cadre officers a little less thorough because some people do the weighing of babies themselves, so we as cadres cannot be responsible, if there are problems Our data collection as cadres is not thorough because there are data tucked into 2 or 3 babies due to the limitations of cadres".*

Furthermore, interviews with women regarding the implementation, some of the responses from the women were quite good, and there was also disorder in the course of posyandu activities due to the limitations of posyandu cadres. In the implementation of cadres and the cadre approach, there are also inhibiting and supporting factors, namely the inhibiting factors that can be seen from the limitations of posyandu cadres, lack of community participation, and inactivity of cadres. Meanwhile, judging from the supporting factors, the head of the posyandu said that the funds provided by the government were quite good and there was also a new program from the government regarding infant feeding so that mothers knew the nutritional dose for their toddlers, as well as increasing community participation in the month of giving vitamin A to mothers' visits. mother increased by almost 100%.

c. Implementation of the Village Fund Program in Karang Indah Village.

Based on Law no. 6 of 2014 concerning Villages, the position of the village in the Indonesian government has changed from an object to a subject of development, therefore the Karang Indah Village Government is the implementer of the village fund program in Karang Indah village, Angsana district, Tanah Bumbu regency. So to obtain the data needed, the authors conducted interviews with several village government officials along with documents related to the implementation of the village fund program in Karang Indah Village, Angsana District, Tanah Bumbu Regency as follows.

The results of the researcher's interview with Hestya Restu as Chair of the Karang Indah Village TPD regarding the implementation of the village fund program in Karang Indah village, Angsana District, Tanah Bumbu Regency, are as follows:

*"Basically all programs implemented by the village government are for the benefit of the village community, not for personal interests. Meanwhile, in implementing the village fund program, the government implements it in accordance with existing regulations, especially the problem of empowering posyandu cadres in the Karang Indah village area, Angsana District, Tanah Bumbu Regency".*

The same thing was conveyed by Mr. Sudianto as the Head of Karang Indah village, Angsana District, Tanah Bumbu Regency, according to him all procedures for implementing the village fund program have been regulated in law.

*"The village government implements the village fund program in accordance with the regulations on village funds because everything has the law".*

From the results of the interview, it can be concluded that the implementation of the village fund program carried out by the Karang Indah village government, Angsana District, Tanah Bumbu Regency with reference to the rules contained in the applicable law in the management of village funds.

The regulation is contained in Permendagri No. 113 of 2014 concerning Village Financial Management which states that the village government is obliged to prepare a Report on the Realization of the Implementation of the Village Budget. This report is produced from a cycle of village financial management starting from the planning and budgeting, implementation and administration stages to reporting and accountability for village financial management.



d. The Effectiveness of Empowering Posyandu Cadres through Village Funds in the Village Karang Indah, Angsana District, Tanah Bumbu Regency.

The process of community empowerment is closely related to internal factors and external factors that contribute and influence in a synergistic and dynamic way. One of the external factors in the community empowerment process is assistance by community empowerment facilitators. The role of the facilitator at the beginning of the process is very active but will decrease gradually during the process until the community is able to independently organize Community Based Health Efforts (UKBM) and implement Clean and Healthy Living Behavior (PHBS).

In improving the coordination of coaching, advocacy, facilitation, monitoring and evaluation related to the Improvement of Community Empowerment in the Health Sector through UKBM, it is necessary to have institutional/pokjanal/forum activation empowerment.

Public related health. The roles of these institutions include planning, coordinating and monitoring the implementation of Community Empowerment in the Health Sector through UKBM in a sustainable manner.

Based on Law no. 6 of 2014 concerning Villages, it is explained that Villages are villages and customary villages or what are called by other names, hereinafter referred to as Villages, are legal community units that have territorial boundaries that are authorized to regulate and manage government affairs, the interests of local communities based on community initiatives, rights origin, and/or traditional rights recognized and respected in the system of government of the Unitary State of the Republic of Indonesia. To optimize the implementation of Village Administration, implementation of Village development, Village community development, and Village community empowerment, the Government Regulation of the Republic of Indonesia Number 47 of 2015 concerning Implementation Regulations of Law Number 6 of 2014 concerning Villages has been stipulated. Two priority sectors of the use of village funds allow it to be used for development in the health sector. The two sectors, namely the development sector and the community empowerment sector, especially the empowerment of cadres at each posyandu with the aim of increasing the standard of living and community health, in this case mothers and infants/toddlers. Both of them may be directed to support the development of the health sector.

The head of Karang Indah Village, Angsana Subdistrict, Tanah Bumbu Regency said that the wise use of village funds can help the government improve the health level of the village community. This includes the handling of national strategic issues regarding stunting or children with stunted bodies due to lack of nutritional intake.

*"Village funds can be used to build posyandu and village polities for public health services. Meanwhile, community empowerment programs for health can be carried out through the provision of incentives for posyandu cadres, monitoring programs for child growth and development, as well as promoting children's rights and protection".* (Results of the researcher's interview with the head of Karang Indah village, Angsana District, Tanah Bumbu Regency, Mr. Sudianto, September 23, 2021).

Mr. Sudianto explained that every year there are many changes in the Village Minister's Regulation regarding the priority of using village funds. In fact, in 2018 many were directed to health. Meanwhile, regarding the amount of the village fund budget that is intended for health, it is a mutual agreement through the village deliberation forum. That is, adjusted for the amount of village funds that go down to the village. Then, adjust the area and the number of poor people.

*“What is clear is that village funds can be used to improve public health. This includes supporting sectors which are the basic needs of the community, such as providing clean water and campaigning for clean and healthy living. So far, there has been a lot of tendency for development to run out.”* (Results of the researcher's interview with the head of Karang Indah village, Angsana District, Tanah Bumbu Regency, Mr. Sudianto, September 23, 2021).

In addition to the above activities, according to the Village Head, village funds are also used for the Elderly Posyandu, namely health checks in the form of checking blood pressure, blood sugar, cholesterol, and uric acid, then giving medicine according to the results of the examination. Village funds are also used for class activities for pregnant women, namely control of obstetric/fetal health, and exercise for pregnant women. Lastly, village funds were spent on equipment that supports all types of posyandu activities in Karang Indah Village, Angsana District, Tanah Bumbu Regency, and paid incentives from health cadres/posyandu in Karang Indah Village, Angsana District, Tanah Bumbu Regency. The village head also added that this posyandu activity is expected to further increase public awareness in maintaining health and continue to strictly implement the health protocols to prevent Covid.

## **Discussion**

Effectiveness can be approached from two perspectives, namely goals and systems theory. The goal approach views that the organization was formed with a purpose and therefore the people in it try rationally so that the goals are achieved, thus, effectiveness is defined as an agreed-upon achievement (Machali, 2018). Effectiveness is the state or ability of a work carried out by humans to provide the expected results. Effectiveness is the context of organizational behavior which is the relationship between production, quality, efficiency, flexibility, satisfaction, the nature of excellence and development (Sahmawi, 2013; Moeljono & Kusumo, 2019).

The results of the study indicate that there are several indicators that are not in accordance with what was happening in the field when the researchers conducted the research. For example, the clarity of the objectives to be achieved from each program launched by the village government is not clear as if every program carried out is only to abort responsibility as the party managing the allocation of village funds. In fact, the allocation of village funds in Karang Indah Village, Angsana Subdistrict, Tanah Bumbu Regency should have been more than sufficient if used properly to empower the community, especially in empowering cadres through villages. The evidence is that from every work program described in the transparency corner, none of them has directly touched the empowerment of cadres. For example, there is no work program to improve the ability of cadres to improve their skills in serving the community. Not to mention the budget allocation process that is not in accordance with the rules that have been set by the central government and district governments of which 30% of the budget should be used for operational costs and 70% used for development and community empowerment.

The most obvious evidence of the inappropriateness of this budget allocation is that more budget is allocated by the village government for physical development than for the empowerment of cadres in each posyandu in Karang Indah Village, Angsana District, Tanah Bumbu Regency. As for training for human resource development, activities like this are more often held by the district government, so the village government only sends a few people to attend the training. Even then, only people who were close to them were sent to participate in the training. So from something like this discrimination occurs because only certain people are included. Another thing that is a factor in the ineffective use of this village fund allocation is the

less mature planning process, The evidence is that the musreimbang activities carried out by the village government are only followed by a few people. So that what is the decision for future community development and empowerment is not adjusted to what the community needs. Furthermore, the supervision system for each development and empowerment program does not make the community as supervisors who directly see every process that is carried out. And not accountable to society. If you look at the existing rules, accountability should also be carried out to the community as people who enjoy what the government has built. So that what is the decision for future community development and empowerment is not adjusted to what the community needs. Furthermore, the supervision system for each development and empowerment program does not make the community as supervisors who directly see every process that is carried out. And not accountable to society. If you look at the existing rules, accountability should also be carried out to the community as people who enjoy what the government has built. So that what is the decision for future community development and empowerment is not adjusted to what the community needs. Furthermore, the supervision system for each development and empowerment program does not make the community as supervisors who directly see every process that is carried out. And not accountable to society. If you look at the existing rules, accountability should also be carried out to the community as people who enjoy what the government has built.

From the overall results of the research, there is a fundamental factor in the ineffectiveness of the development and community empowerment process that occurs in Karang Indah village, Angsana district, Tanah Bumbu district, namely the lack of community participation in what the village government wants and has done. This is what makes every empowerment process ineffective because the model of development in the village should be participatory, even less people are involved in each process. The posyandu budget in Karang Indah village, Angsana sub-district, Tanah Bumbu Regency is sourced from the village budget and the health office in the form of money and goods. Goods assistance in the form of formula milk, porridge for additional food for babies or toddlers and counseling materials.

*“The posyandu budget comes at least 2-4 times a year, it makes me feel embarrassed or uncomfortable with posyandu cadres because they work without getting paid, even though I have previously explained to them that the cadres work voluntarily, but still they always expect a salary. Especially for new cadres, sometimes they only work for 3-5 months, after that they get bored and finally stop. This is also the reason why there are always changes to the posyandu management.”*

The obstacle experienced by posyandu cadres lies in the lack of budget and attention from the government, resulting in reduced community participation. The government should pay more attention to the problems faced by posyandu cadres so that the posyandu activity program runs well.

## **CONCLUSION**

Based on the results of the analysis that has been stated, it can be concluded about this research, namely the effectiveness of empowering cadres in the Posyandu program through village funds that has been carried out has not been carried out properly because the role of cadres is not in accordance with their obligations as posyandu cadres, some posyandu cadres are lacking in their discipline to carry out their obligations, including less active cadres and also the lack of cadres in the implementation of the posyandu program carried out at the posyandu. The inhibiting factors

for posyandu cadres in improving welfare, especially maternal and child health in Karang Indah Village, Angsana Subdistrict, Tanah Spice Regency, among others, are first viewed from the aspect of human resources such as inadequate number of posyandu cadres, lack of understanding of services (socialization, counseling and assistance). Second, the lack of supporting equipment for cadre activities, such as a data collection system that is less than optimal, guidelines and guidelines for implementing posyandu for cadres are not available. Third, in terms of implementation, such as the lack of coordination of posyandu cadres, as well as the lack of budget availability and the level of public awareness.

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