The Influence Of Role, Supervision, Controlling And Motivation Health Personnel On Stunting Coverage In Health Center South Nias District

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Article Info	ABSTRACT
Keywords: Role, supervision, control, motivation, stunting.	According to the Indonesian Ministry of Health, there are several factors that cause stunting in children, including mothers not having access to healthy and nutritious food such as high protein foods, which causes their children to also lack nutrition. The incidence of stunting has decreased between 2020 and 2021, the prevalence of stunting globally has decreased from 32.6 percent to 22.2 percent, the number of children affected by stunting has decreased from 198 million to 151 million. The aim of this research is to determine whether there is an influence between the role, supervision, control and motivation of health workers on stunting coverage in the South Nias District Health Center. The type of research used is quantitative analytics. The research design is a cross-sectional study. The sampling technique in this research is the total population, that is, the entire population is used as the research sample, so the total sample in the research is 360 employees. The results of the research explain that there is an influence between the role, supervision, control and motivation of health workers on stunting coverage in the South Nias District Health Center. It is hoped that this research can have a positive impact on the coverage of stunting in the South Nias Regency Health Center.
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INTRODUCTION

The results of a survey conducted by the Ministry of Health regarding the results of the Indonesian Nutrition Status Survey (SSGI) at the BKKBN national working meeting explained that the prevalence of stunting in Indonesia fell from 24.4% in 2021 to 21.6% in 2022. Minister of Health Budi Gunadi Sadikin It is hoped that in normal times this year the decline in stunting cases will be even sharper so that the target of reducing stunting at 14% in 2024 can be achieved. In terms of numbers, the stunting rate has decreased the most in West Java, East Java, Central Java, North Sumatra and Banten (Ministry of Health of the Republic of Indonesia, 2022).

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The incidence of stunting has decreased between 2020 and 2021, the prevalence of stunting globally has decreased from 32.6 percent to 22.2 percent, the number of children affected by stunting has decreased from 198 million to 151 million (UNICEF, 2022). Even though this figure has decreased, the incidence is still high because it is above the limit set by the World Health Organization, namely 20%. According to the Indonesian Ministry of Health, the prevalence of stunted toddlers in Indonesia is still high, namely around 29.6%.

The Ministry of Health explains that children under five with a z-score of less than - 2SD/standard deviation (stunted) and less than - 3SD are included in the stunting category. Stunting is a condition of malnutrition which occurs when the baby is in the womb and in the early days after the baby is born. This condition only begins to show signs and symptoms after the child is 2 years old. Malnutrition lasts for a long time from the time the fetus is in the womb until the beginning of the child's life (the first 1000 days of birth). The reason is due to low access to nutritious food, low intake of vitamins and minerals, and poor diversity of food and animal protein sources (Ministry of Health of the Republic of Indonesia, 2021).

According to the Ministry of Health, there are several factors that cause stunting in children, including mothers not having access to healthy and nutritious food such as high protein foods, which causes their children to also lack nutrition. Apart from that, low intake of vitamins and minerals consumed by the mother can also influence the condition of fetal malnutrition. Factors that cause stunting coverage are also influenced by mother's occupation, father's height, mother's height, income, number of household members, parenting patterns, and exclusive breastfeeding. Apart from that, stunting is also caused by several other factors such as mother's education, mother's knowledge about nutrition. , exclusive breastfeeding, age at MP-ASI feeding, zinc and iron adequacy levels, history of infectious diseases and genetic factors (Ministry of Health, 2022).

The role of health workers is very much needed in preventing stunting in children. The role of health workers is to provide information to mothers regarding the factors that cause it to occur in children, where this process causes stunting starting from the first day of the formation of the fetus in the mother's womb. Research conducted by Muhdar (2022) explains that the role of health workers in preventing stunting is very good, this occurs as a result of training on the occurrence of stunting for health workers as well as clever tools for collecting data on children who experience stunting.

Motivationis from within a person consciously and above based on encouragement from others. Motivation by health workers is very necessary to prevent stunting in children. A person's motivation can grow due to a desire or encouragement to carry out and do something (Hamzah, 2023). Based on the results of research by Arfines & Puspitasari (2019), stunting is related to low levels of children's achievement at school. Apart from that, what has the biggest impact is concentration on learning, so children who experience stunting have weak concentration on learning.

Based on data obtained by researchers at the South Nias District Health Center which consists of Teluk Dalam, Onolalu, Bawomataluo, Luahagundre, Hilisimaetano explained that several children were found who fell into the stunting category, this figure reached around

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22% of the total number of child births in 2020-2022. This figure is not expected to decrease until mid-2023, this data was obtained based on the South Nias District Health Service Report in July 2023.

Researchers also made direct observations of mothers whose children were stunted at the South Nias Regency Health Center. Researchers saw that there were mothers who were still not aware that their children were stunted and health workers had never told them that their children were stunted. The mother feels that her child's condition is still normal both in terms of child growth and development. Researchers also found data that it is very rare for health workers to provide health education about stunting so that mothers do not understand what stunting is and how stunting can happen to their children. Researchers see that there is still a low role and function of health workers directly to mothers who provide health education to mothers about several factors that cause stunting in children. So far, health workers' work has only been to record mothers who come to the puskesmas or posyandu to get immunizations and have their weight measured.

Literature Review
Role Definition

According to terminology, a role is a set of behaviors that are expected to be possessed by those in society. In English, a role is called a "role" whose definition is "person's task or duty in undertaking". It means "a person's duties or obligations in a business or job". Roles are defined as sets of behavior that are expected to be possessed by people in society. Roles are activities carried out by a person or an institution/organization. The role that must be carried out by an institution/organization is usually regulated in a decree which is the function of the institution (Syamsir, 2021).

According to Fahrizal, (2019) explains that roles can be divided into several types, namely: An actual role (Anacted Role) is a way that a person or group of people actually carries out a role. Prescribed roles are the way society expects us to carry out certain roles. Role conflict is a condition experienced by someone who occupies one or more statuses that require expectations and role goals that conflict with each other. Role distance is the emotional implementation of a role. Role failure is a person's failure to carry out a certain role. A role model is someone whose behavior we emulate, imitate, and follow. The series or scope of roles (Role Set) is a person's relationship with other individuals when he is carrying out his role.

Supervision

In essence, supervision is as professional assistance and guidance for teachers in carrying out instructional tasks to improve learning and teaching by providing continuous stimulation, coordination and guidance to increase the growth of teacher positions individually and in groups (Kasmir, 2020).

The main aim of supervision is to produce teachers who are professional and professionally responsible and have a high commitment to improving themselves with the help of others. According to Arikunto (2020), the objectives of supervision are divided into two, namely general and specific objectives. The general aim of supervision is to provide technical assistance and guidance to teachers and other staff so that they can improve the

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quality of their performance. Nationally, the concrete objectives of supervision according to Utami, et al, (2021) is:

1. Help teachers see clearly the goals of education.
2. Assist teachers in guiding student learning experiences.
3. Assist teachers in using modern teaching tools, methods and sources of experience
4. Assist teachers in assessing student progress and the results of the teacher's own work.
5. Helping new teachers at school so that they feel happy with the assignments they receive
6. Helping teachers so that their time and energy is fully devoted to developing learning schools (Utami, 2021).

Controlling

Controlling, often referred to as supervision, states that supervision is a systemic effort to establish implementation standards with planning objectives, design a feedback information system, compare actual activities with previously established standards, determine and measure deviations and take corrective action necessary to guarantee that all resources owned by the company have been used in the most effective and efficient manner in achieving company goals. Definition This supervision shows that supervision is a process of essential elements (Handoko, 2021)

Kaswan (2021) added that supervision is the process of observing the implementation of all organizational activities to ensure that all work being carried out runs according to predetermined plans. Supervision is any effort or activity to find out and assess the actual facts regarding the implementation of tasks or activities, whether they are in accordance with what they should be or not.

The controlling function is a function related to efforts to save the company's progress in the desired direction, namely in the direction that has been planned. Looking at the relationship between management functions, the planning function is closely related to the monitoring function because it can be said that the plan is a standard or monitoring tool for the work being done. The implementation of the plan will be good if supervision is carried out well. Likewise, the function of moving or giving orders is closely related to the supervisory function because supervision is actually a follow-up to orders that have been issued (Hasibuan, 2020). According to Ariga (2020) the function of work supervision includes:

1. Set goals and plan how to achieve them.
2. Determine how many people (employees) are needed and the skills they need to have (organization).
3. Selecting individuals to fill positions (staffing) and then they are given work assignments and helps those responsible to carry them out well (direction).
4. With various reports, he examines how well the plans are being implemented and he reviews the plans in the light of the results achieved and, if necessary, the plans are modified.

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Stunting

Stunting is the condition of toddlers who have less length or height compared to their age. Stunted toddlers in the future will experience difficulties in achieving optimal physical and cognitive development (Indonesian Ministry of Health, 2020). Stunting is defined as the condition of a toddler whose height for age is below minus 2 standard deviations (<- 2SD) from the WHO median standard. Babies who are born have a normal birth length if the baby's birth body length is 48-52 cm (Ministry of Health of the Republic of Indonesia, 2010). Short birth length is influenced by the baby's nutritional requirements while still in the womb. Determining good intake is very important to achieve the desired body length. Birth weight, birth length, gestational age and parenting patterns are several factors that influence the incidence of stunting. Birth length is one of the risk factors for stunting in toddlers (Anugraheni, 2012). Stunting will begin to appear when the baby is two years old (TNP2K, 2017).

The assessment of the nutritional status of toddlers that is often carried out is through anthropometric assessment. In general, anthropometry is related to various thingsvarious measurements of body dimensions and body composition for various ages and levels of nutrition. Anthropometry is used to see imbalances in protein and energy intake. Some anthropometric indices that are often used are body weight for age (WW/U), height for age (TB/U), body weight for height (WW/TB) which are expressed in Z unit standard deviation (Z-score) where Anthropometric measurement results show a Z-score of less than -2SD to -3SD (short/stunted) and less than -3SD (very short/severely stunted) (Ministry of Health of the Republic of Indonesia, 2021).

METHODS

The type of research used is descriptive analytical quantitative research with a cross-sectional design. According to Ansori (2020), quantitative analytical research is research carried out to carry out an analysis of a problem based on the philosophy of positivism. This study aims to determine whether there is an influence of the role, supervision, control and motivation of health workers on stunting coverage in the South Nias District Health Center This research was conducted at the South Nias Regency Health Center because problems were found related to the research title. This research is planned to be carried out in October 2023 for approximately two weeks or until the specified sample size is reached.

The population is the entirety of the symptoms/units that want to be researched or the entirety of the research object/objects being researched. A sample is a portion taken from the entire object being studied and is considered to represent the entire population (Ansori, 2020). The population in this study were all health workers who worked at the South Nias Regency Health Center while the researchers conducted the preliminary survey. This population number was obtained by researchers from the South Nias District Health Service. Based on data obtained by researchers from 36 Community Health Centers, there are 360 health workers tasked with collecting data on stunting coverage in the Community Health Center area.

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A sample is a small portion of the population used to obtain statistical information about the entire population. The sample in this research was all health workers who worked at the South Nias Regency Health Center during the time the research was conducted. The sampling technique in this research is the total population, namely the entire population is used as the research sample. Based on this sampling technique, the number of samples in the study was 360 health workers.

Variables and Operational Definitions

Table 1. Operational definition

Variable	Definition Operational	Parameter	Instrument	Scale	Measure Results
Independent Variable					
Role	A pattern of behavior from energy health shown to stunting coverage	Scope stunting	Questionnaire	Ordinal	Good : 1. ≥50% 2. Less :< 50%
Supervision	An activity review for determine how much coverage? stunting	Scope stunting	Questionnaire	Ordinal	Good : 1. ≥50% 2. Less < 50%
Controlling	A concept or form of supervision which is conducted health workers to coverage stunting	Scope stunting	Questionnaire	Ordinal	Good : 1. ≥50% 2. Less : < 50%

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Motivation	A form encouragement from in your energy health towards	Scope stunting	Questionnaire	Ordinal	Good : 1. ≥50% 2. Less : < 50%
Dependent variable Stunting Achievements	A target that has been determined to achieve stunting data collection	Scope stunting	Questionnaire	Ordinal	1. Good: ≥50% 2. Less: < 50%

The research instrument used for data collection was data from medical records regarding stunting achievements at the South Nias Regency Health Center. This data will be used to see the influence of the role, supervision, control and motivation variables of health workers on stunting coverage in the South Nias Regency Health Center.

After going through the research data processing process, it is then analyzed to obtain answers or information related to the research carried out. Analysis obtains answers or information related to the research carried out. This data analysis aims to obtain an overview of the research results that have been formulated in the research objectives. Apart from that, data analysis can also prove the research hypothesis that has been formulated. This research data analysis uses a computer program through univariate, bivariate and multivariate data analysis stages.

RESULT

This chapter explains the research results based on the research title "The influence of the role, supervision, control and motivation of health workers on stunting coverage in the South Nias District Health Center. The results of this research will be presented in the form of tables and narratives consisting of univariate analysis, bivariate analysis and multivariate analysis.

Univariate Analysis

Univariate analysis carried out in this study aims to describe data in simple terms regarding the social demographics of employees working at the South Nias Regency Health

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Center consisting of age, gender, religion and employment status. This univariate analysis will be presented in table and narrative form.

Table 2. Frequency Distribution of Respondent Characteristics at the South Nias Regency Health Center

No	Social Demographics	Amount	
		(n)	(%)
	Age		
1	21-30 years old	52	14.4
2	31-40 years old	124	34.5
3	41-50 years old	108	30.0
4	51-60 years old	76	21.1
	Total	360	100
	Religion		
1	Christian	316	87.7
2	Islam	44	12.3
	Total	360	100
	Gender		
1	Woman	246	68.3
2	Man	114	31.7
	Total	360	100

In table 2 you can see data on the frequency distribution of respondents based on age, the majority of respondents were in the 31-40 year age range as many as 124 people (34.5%) and the minority were in the age range of 51-60 years as many as 76 people (21.1%). Based on gender, the majority of respondents were 246 women (68.3%) and the minority were 114 men (31.7%). Based on religion, the majority of respondents were Christians as many as 316 people (87.7%) and a minority of various Muslims as many as 44 people (12.3%).

Table 3. Frequency distribution of the role, supervision, control and motivation of health workers regarding stunting coverage at the South Nias District Health Center

No	Scoring	Amount	
		Frequency (n)	Percentage (%)
	Role		
1	Good	51	14.1
2	Not enough	309	85.9
	Total	360	100.0
	Supervision		
1	Good	53	14.6
2	Not enough	307	85.4
	Total	360	100.0
	Controlling		
1	Good	23	6.3

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No	Scoring	Amount	
		Frequency (n)	Percentage (%)
2	Not enough	337	93.7
	Total	360	100.0
Motivation			
1	Good	56	15.2
2	Not enough	304	84.8
	Total	360	100.0
Stunting Coverage			
1	Good	49	13.5
2	Not enough	311	86.5
	Total	360	100.0

In table 3 it can be explained that the role variable of the majority of respondents is in the less than category with 309 people (85.9%). Based on the supervision variable, the majority of respondents were in the poor category, 307 people (85.4%). Based on the controlling variables, the majority of respondents were in the poor category, 337 people (93.7%). Based on the motivation variable, the majority of respondents were in the less than category, 304 people (84.8%). Meanwhile, based on stunting coverage, the majority are in the deficient category, 311 (86.5%).

Bivariate Analysis

Bivariate analysis was carried out for the influence between independent andependent variables. Bivariate analysis is presented in table and narrative form. The following is an explanation of the bivariate analysis based on research that has been conducted.

Table 4. The influence of health worker supervision on stunting coverage in the South Nias Regency Community Health Center

	Scope stunting		Total	P Value	OR
Supervision	Good	Not enough			
Good					
Not enough	4	21	25		3,922
	49	286	335	0.011	
Total	53	307	360		

Based on table 4 regarding the influence of supervision on stunting coverage, it explains that there is an influence between supervision of health workers on stunting coverage at the South Nias Regency Health Center with a value of P = 0.011 with OR 3.922

Multivariate Analysis

In this research, multivariate modeling was carried out using a linear regression test which aims to test the influence of the dependent variable and independent variables. The variables included are role, supervision, control and motivation variables as independent

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variables while the edit coverage variable is the dependent variable and the method used is the enter method.

Table 5. Part I Output Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	780a	,608	,595	26,668

The above explains that the calculated F value is 48.527 with a significance level of 0.000 <0.05, so the regression model can be used to predict the influence of the independent variable (X) on the dependent variable (Y).

Table 6. Output Part II

	Unstandardized Coefficients		Standardized Coefficients			OR
Model	B	Std. Error	Beta	Q	Sig.	
1 (Constant)	3,320	11,509		,288	,774	,180
Role	1,005	,117	,554	8,571	,012	4,180
Supervision	2,191	,799	,178	2,743	,011	3,922
Controlling	,798	,101	,513	7,931	,012	18,963
Motivation	1,005	,117	,554	8,571	,010	3,205

The table above explains that based on the significance value for the role variable of 0.012 <0.05, it can be stated that the role variable has a relationship with the stunting coverage variable. Based on the significance value of the supervision variable of 0.011 < 0.05, it can be stated that the supervision variable has a relationship with the stunting coverage variable. Based on the significance value of the controlling variable of 0.012 < 0.05, it can be stated that the controlling variable has a relationship with the stunting coverage variable. Based on the significance value of the motivation variable of 0.010 < 0.05, it can be stated that the motivation variable has a relationship with the stunting coverage variable.

Based on the t value of the variable factors that influence stunting coverage, it is known that the calculated F value is 8.571 > F table 1.985, so it can be stated that the independent variable role has a very significant relationship with the independent variable, namely stunting coverage. Based on the OR value for each independent variable, it is found that the independent factor that has the most influence on the dependent variable is the controlling variable with a value of 18.963, meaning that the controlling factor has a greater chance of being at risk than other factors. Based on the OR value of 18.963 for the controlling factor, it can be concluded that it is the factor most at risk of influencing stunting coverage.

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CONCLUSION

This section of the chapter will explain the conclusions from the results of research that was conducted at the South Nias Regency Health Center on 360 health workers for approximately one month. The following will explain the conclusions and suggestions from the research results: There is an influence between the role of health workers on stunting coverage in the South Nias District Health Center with a value of P=0.012. There is an influence between the supervision of health workers on stunting coverage in the South Nias District Health Center with a value of P=0.011. There is an influence between controlling health workers on stunting coverage in the South Nias District Health Center with a value of P=0.012. There is an influence between the motivation of health workers on stunting coverage in the South Nias District Health Center with a value of P=0.010.

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