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The Influence of Individual Characteristics on the Performance of Nutrition Program in Ambon City Public Health Center

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Abstract

Human Development, including education and health, is one of the three pillars that are indicators in the development concept of Sustainable Development Goals (SDGs). State nutrition status of Indonesia from year to year shows improvements although still faced with various challenges that are quite severe. The purpose of this research is to analyze the influence of individual characteristics (age, gender and education) on the performance of nutrition Program in the Community Health center of Ambon. This type of research is quantitative research with the design of Cross Sectional Study. The population in this study is all the energy Center public Health that works in 22 public health centres as much as 54 people. Sampling techniques in a total sampling way. The results showed that there were no age and gender relations with the performance of the nutrition Program in the Community Health center of Ambon with the value $P = 0.138$ and 0.519 . However, there is an education relationship with the implementation of nutrition Program in the Public health center of Ambon City with the value $P = 0.004$. Therefore, the Public health center can apply for a nutritional officer to get a scholarship or provide facilities and to resupply the nutritional officers to pursue higher education in order to make nutrition performance more maximal.

Key Words: Umur, Jenis Kelamin, Pendidikan, Kinerja, pelaksana gizi, Puskesmas

Introduction

State nutrition status of Indonesian from year to year shows improvements although still faced with various challenges that are quite severe. Various indicators that measure nutritional status on life cycle is still not encouraging, this is evidenced by the results of basic health research, child nutrition condition. In the stunting problem of toddlers 30.79% in 2018. Likewise, underweight in children of toddlers is 17.68% at 2018 wasting or skinny children yaitu 10, 19% in 2018.¹

The Community Nutrition Improvement Program is one of the main programs of the Public Health center where one of the key functions is to prepare, nurture and sustain that everyone has good nutritional status, can live healthy and productive. This function can be realized if every officer in implementing nutrition program is done in a way that is good and correct according to components that must exist in the nutrition Improvement Program in public health Center. Ambon City Health Office is an integrated service Unit (UPT) of the Government of Ambon which is responsible for organizing government affairs in the field of health in the city of Ambon has 22 public health centers with the number of nutritional implementing personnel as much as 54 people in the Public health center.

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Nutritional factors are a major factor in the improvement of human resources (SDM). Low human resources will impede the success of national development. The nutritionist of the Human Resources Health Center who has the ability and/or skills in the health sector appointed to carry out the task of nutrient improvement in the public health center. If there is no nutritional personnel who have graduated education in the field of nutrition in accordance with the legislation, then the implementation of nutritional improvement tasks in the Public health center can be done by the nutritionist who comes from other health workers such as nurses or midwives². The goal in research research is to analyze the influence of individual characteristics (age, gender and education) on the performance of nutrition Program in the Community Health center of Ambon.

Materials and Method

The type of research used is quantitative research with Cross Sectional Study. The population in this study is all employees who work in public health centers, 22 public health centers with the number of nutritional implementing personnel as much as 54 people. The

sampling technique in this study was the total sampling so that the number of samples in this study was 22 public health centers with the number of nutritionist personnel as much as 54 people in the Public health center. Data collection is obtained through interviews using data processing questionnaires conducted in computerised by using SPSS program. Data presented in narrative form, frequency distribution table accompanied by interpretation

Results

According to table 1, it is known that from 54 respondents, the characteristics of respondents based on the most age group are groups of 31 – 40 years, which are as many as 32 respondents (59.2%). The characteristics of the respondents based on the sex of the most are respondents with a female gender of 50 respondents (92.6%). The characteristics of respondents based on the last education of the most are the respondents with the education Asosiate's Degree which is 36 respondents (66.7%)

Table 1.: Distribution of respondents based on characteristics of the respondents nutrition Program at Ambon City Health center in 2020

Characteristics	Amount (n)	Percent (%)
a. Age (years)		
21-30	8	14.8
31-40	32	59.2
41-50	13	24.1
51+	1	1.9
Total	54	100.0
b. Gender		
Male	4	7.4
Girl	50	92.6
Total	54	100.0
c. Education		
D1	4	7.4
D3	36	66.7
S1	14	25.9
Total	54	100.0

Source: Primary Data, 2020

Table 2: Variable frequency distribution performance of implementing personnel

The nutrition Program at Ambon City Health Center in 2020

The performance	Amount (n)	Percent (%)
Not good	19	35.2
Good	35	64.8
Total	54	100.0

Source: Primary Data, 2020

Table 2 shows that from 54 respondents at the Public health Center in Ambon city based on performance variables, as many as 19 respondents (35.2%) which provides an Ungood performance assessment and as much as 35 respondents (64.8%) That provide a good performance assessment.

Influence of individual characteristics to officer performance

The results of the analysis of the influence of individual characteristics of age, sex and last education of the officer’s performance can be seen in table 3

Tabel 3. Effect of respondents characteristics on the performance of the implementing personnel nutrition Program at Ambon City Public Health Center in 2020

Individual Characteristics	Officer Performance				amount		p
	Not good		Good				
	n	%	n	%	n	%	
Age (years)							0.138
21-30	5	62.5	3	37.5	8	100.0	
31-40	10	31.3	22	68.8	32	100.0	
41-50	3	23.1	10	76.9	13	100.0	
> 51	1	100.0	0	0	1	100.0	
Gender							0.519
Male	2	50.0	2	50.0	4	100.0	
Girl	17	34.0	33	66.0	50	100.0	
Education							0.004
D1	1	25.0	3	75.0	4	100.0	
D3	18	50.0	18	50.0	36	100.0	
S1	0	0.0	14	100.0	14	100.0	

Source: Primary Data, 2020

Table 3 Products that of 8 respondents included group age 21 – 30 years, as many as 5 respondents (62.5%) With the performance assessment of the officers is not good and as many as 3 respondents (37.5%) With a good personnel performance assessment. From 32 respondents included group age 31 – 40 years, as many as 10 respondents (31.3%) With the performance assessment of the officers is not good and as many as 22 respondents (68.8%) With a good personnel performance assessment. Of the 13 respondents included the age group 41 – 50 years, 3 respondents (23.1%) With the performance assessment of officers not good and as many as 10 respondents (76.9%) With a good personnel performance assessment. While, from 1 respondent included age group > 51 years provide the performance assessment of the officer is not good. Statistical test result of value obtained $P = 0.138$, because the value of $p > \alpha = 0.138 > 0.05$ then H_0 accepted, this means that there is no statistically meaningful influence the variable age of respondents to the performance of officers of the program domiciled in the Public health center Ambo City.

For gender variables show from 4 respondents with male gender, as many as 2 respondents (50.0%) With the performance assessment of the officers is not good and as many as 2 respondents (50.0%) With a good personnel performance assessment. As for 50 respondents with female gender, 17 respondents (34.0%) With the performance assessment of the officers is not good and as many as 33 respondents (66.0%) With a good personnel performance assessment. The results of the statistical test obtained the value $P = 0.519$, because the value of $p > \alpha = 0.519 > 0.05$ then H_0 accepted, this means that there is no statistically meaningful influence on the variable gender of the respondent to the performance of the Implementing Officer nutrition program in the Community Health center of Ambon.

For the level of education of 4 respondents with the education of D1, 1 respondent (25.0%) With the performance assessment of the officers is not good and as many as 3 respondents (75.0%) With a good personnel performance assessment. From 36 respondents with an education of D3, as many as 18 respondents (50.0%) With the performance assessment of officers not good and as many as 18 respondents (50.0%) With a good personnel performance assessment. As for 14 respondents with S1

education, all have a good assessment of the performance of the officer. The statistical test result is obtained $P = 0.004$ value, because the P value is $< \alpha = 0.004 < 0.05$ then H_0 is rejected, this means that there is a statistically meaningful influence of the respondent education variable to the performance of the Implementing Officer nutrition program in the Community Health center of Ambon..

Discussion

The characteristics of each person will be influenced by physical fitness and individual mental health concerned, education, accumulated training, and their working experience. Physical fitness makes people capable and resistant to work hard and long. While education and training are part of human investment. The longer the time that one is used for education and training, the higher the ability or competence of doing the job, thus the higher its performance³.

The productivity of someone in work is influenced by age. Success in doing a job is determined by the age of both physical and non-physical. In general, old Labor has strong physical capacity⁴. The Central Statistic Agency (2016) states that a person's productive age is 15-64 years of potential as a capital in development. Productive age has features like forward-thinking, broad knowledge, and high productivity⁵.

Table 3 shows the results of the statistical test obtained the value $P = 0.138$, because the value of $p > \alpha = 0.138 > 0.05$ then H_0 accepted, this means that there is no statistically meaningful influence on the variable age of respondents to the performance of the Implementing Officer nutrition program in the Community Health center of Ambon. This research is supported by research⁶ which suggests that age is not a variable related to public health care service activities. Whereas Ratnasari⁷ in his research found that there is no age influence on the implementation of public health nursing services in public health centers. Robbins⁸ said that performance may decline as we age, but older age is offset by the practice.

The gender difference between women and men lies in the body size and power. Men can finish heavy work that women cannot do. Women tend to use feelings or biological factors such as leave when giving birth. Table

9 shows that of 4 respondents with male gender, as many as 2 respondents (50.0%) With the performance assessment of the officers is not good and as many as 2 respondents (50.0%) With a good personnel performance assessment. As for 50 respondents with female gender, 17 respondents (34.0%) With the performance assessment of the officers is not good and as many as 33 respondents (66.0%) With a good personnel performance assessment. The results of the statistical test obtained the value $P = 0.519$, because the value of $p > \alpha = 0.519 > 0.05$ then H_0 accepted, this means that there is no statistically meaningful influence on the variable gender of the respondent to the performance of the Implementing Officer nutrition program in the Community Health center of Ambon.

Robbins⁸ argues that there is no consistent difference in problem solving skills, analytical skills, competitive encouragement, motivation, sociability or learning ability between men and women. But there is a tendency for women who have preschoolers to do work flexibly, part-time, to work at Home Office work. Nevertheless,⁹ states that female employees tend to be more diligent, disciplined, thorough and patient.¹⁰ also stated that the average performance of male and female nurses has no distinction. The research conducted by Mahendra (2014) on the influence of education, wages, gender, age and work experience on labor productivity, stating that the level of one's productivity is influenced by gender differences. Male productivity levels are higher than women. The work of women requires skill and less need of heavy exertion¹¹. A nutritionist should have skills and experience in the PGRS process in order to carry out their duties properly. It can be supported by a formal education owned by a nutritionist¹².

Table 3 shows the results of the statistical test obtained the value $P = 0.004$, because the value P is $< \alpha = 0.004 < 0.05$ then H_0 is rejected, this means that there is a statistically meaningful influence on the variables of the respondent to the performance of the nutrition program in the Community Health center of Ambon. This study is in line with the research conducted by¹¹ i.e. the level of education of a workforce is positively influential in productivity. This is because someone with a high education has more knowledge to increase their productivity. These results are not in line with research¹³ which indicates that there is no difference

between the level of education on health counseling activities. The same is also stated by Tafwidhah in his research that the relationship between education and the level of implementation of public health care activities is not proven.⁷ in his research suggests that it does not influence the level of education on the implementation of Perkesmas¹³. The level of education affects a person's mindset. The higher the level of one's education, the better the mindset will be. A good mindset will result in high productivity¹⁴⁻¹⁶. Kurniawan stated that someone who is aware of the importance of productivity can encourage the workforce to perform productive actions¹⁷.

Conclusion

This research concluded that there is no age relationship and each sex with the power performance of the nutritional program in the center of the community in the city of Ambon with the value $P = 0.138$ and 0.519 . However, there is an educational relationship of the energy performance of the nutrition program in the center of the community of Ambon city with a value $P = 0.004$. Therefore, the Trust Center of Public Health can apply for a nutritional officer to get a scholarship or provide facilities and to resupply the nutritional officers to pursue higher education in order to make nutrition performance more maximal.

Ethical Clearance- Taken from University ethical committee

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Conflict of Interest – Nil

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