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# Evaluation of the Ability Family Planning Center Officers in the Youth Counseling Information Center Program in South Buru Regency

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## Abstract

Adolescent problems are very complex problems ranging from large numbers to health risk problems. The purpose of this study to evaluate the ability of Family Planning Center officers in the Youth Counseling Information Center Program in South Buru Regency. This type of research is qualitative analysis. The data collection techniques in this study are indepth interviews and document studies. The informants in this study were divided into 2 sources, namely the key informants in this study as many as 2 people, namely 1 Head of Population control and Family Planning, 1 head of the Program Section of the Youth Counseling Center of South Buru Regency and the usual informant in this study as many as 7 people namely 6 Heads of Family Planning Hall in each sub-district in South Buru Regency, 1 person chairman of youth counseling information center at SMAN 1 Namrole as ambassador representative of Youth Counseling Information Center. The results showed that the ability of youth counseling information center officers in carrying out the Youth Counseling Information Center program in South Buru District is sufficient. To improve the skills and skills of youth counseling information center officers, there is regular training every year at both the district and provincial level. Not every sub-district can participate in training because there is never another invitation to attend training in the district or in the province, thus requiring to seek literature and study self-taught. The government is expected to realize the consistency of training (refreshing) for each district hall officer, centered in the district or in BKKBN Province with professional coaches by inviting all district hall officers so that each officer has the same ability and knowledge

**Keywords:** Officer capability, Program, Counseling Information, adolescents, Buru South.

## Introduction

Adolescence is one of the fastest phases of human development, according to the World Health Organization

adolescents are those aged 10-19. Adolescent problems are very complex problems ranging from large numbers to problems around adolescent reproductive health. The number of teenagers in the world as of January 2018 is about 1.2 billion people<sup>1</sup>. Globally the leading causes of death among adolescents are road injuries, HIV, suicide, lower respiratory tract infections, and interpersonal violence<sup>2-3</sup>. The problem of adolescents is also a fairly complex problem especially in urban are Adolescents face specific health risks, especially those related to reproduction and sexuality. 11% of all births and 14% of maternal deaths worldwide occur in women aged 15 to 19, of which 95% of teen births occur in developing

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countries<sup>1</sup>. Poor, marginalized, and life-losing youth suffer the highest burden of disease, for example homeless teenagers face a higher risk of HIV infection. Adolescents with disabilities are particularly vulnerable to sexual harassment and the result is unplanned pregnancies and HIV and other sexually transmitted.<sup>9-10</sup>

Based on Data on Indonesia Population Projection 2000-2025, the proportion of the population of adolescents aged 10-19 years in 2010 was about 18.3% of the total population or about 43 million people<sup>11</sup>. The condition of teenagers in Indonesia is currently very concerning. In 2017, the percentage of women and men who smoked before the age of 13 was higher in the 15-19 age group compared to 20-24 years of age, where 27% of women aged 15-19 had started smoking before the age of 13 and 22% in women aged 20-24. 70% of men and 58% of women started drinking alcohol in the 15-19 age group.

However, it found 2% of men and 6% of women started drinking alcohol under the age of 10. Most women (80%) and men (84%) 45% of women and 44% of men start dating between the ages of 15-17. Teenage courtship behavior showed that as many as 8% of men and 2% of women reported having sexual intercourse, arguing that 47% loved each other, 30% were curious/curious, 16% just happened and 3% were forced and influenced by friends. Among women and men who had had sexual intercourse before pre-marriage, 59% of women and 74% of men reported starting to have sexual intercourse first at the age of 15-19 where the highest percentage occurred at the age of 17 both male and female.<sup>12</sup>

The way to know the performance of the officer in dealing with the problem of the implementation of a program can be done by evaluating the performance of the officer, in the application process or at the end of the application. Performance evaluation is an activity that management does to assess the performance of employees in an organization or company by comparing job descriptions that have been set before<sup>13-14</sup>. The purpose of this research is to evaluate the ability of family planning center officers in the youth counseling information center program in South Buru Regency

### Materials and Method

The type of research used is a qualitative research method. The data collection techniques in this study are in-depth interviews and document studies. The informants

in this study were divided into 2 sources, namely the key informants in this study as many as 2 people, namely 1 Head of Population control and Family Planning, 1 head of the Program Section of the Youth Counseling Center of South Buru Regency and the usual informant in this study as many as 7 people namely 6 Heads of Family Planning Hall in each district in Kab. Buru Selatan, 1 person chairman of youth counseling information center at SMAN 1 Namrole as ambassador representative of Youth Counseling Information Center.

### Results

The evaluation of the capabilities of the officers referred to in this study is an explanation of the Youth Counseling Information Center program, activities that are already underway in the Family Planning Center related to the Youth Counseling Information Center program, views on the ability of youth counseling information center officers in the Family Planning Center, things that have been taken in improving the ability and skills of youth counseling information center officers in the Family Planning Center.

Based on the results of interviews with informants, it is known that some informants said that the ability of youth counseling center officers is in line with expectations because officers have work experience in the Central Embassy beforehand so have a good understanding of the Youth Counseling Information Center program as well as the access to training. While some informants said it was not as expected because it had never previously socialized to the community so in the beginning it was constrained in communication. Here's an excerpt from the interview:

*"... Family Planning Hall, I must know there is only one family planning doctor Outag Planning Center who is in charge in Leksula Sub-District (IbuLamatokang), the other personnel comes from contractual midwives, civil servants are only a few who come in, so speaking residency (Youth Counseling information center), it's all empty, only Lamatokang's mother understands the concept of BKKBN. In terms of a lot of energy, but hr skills are dilemma, I claim to be weak as a pioneer, so from the bottom all look weak." (KW, 55, Head of Population Control and South Buru)*

"... Not fully formed Ambassadors have the ability because there must be maximum training before they counsel personally to their friends or classmates. Honestly gendre action district has never katong

ambassador involved, since I have two years working because it has no transportation cost to the expensive district. Giving certificates to ambassadors, beta submit with their teachers, for the purposes of documentation per monthly report, although the ambassadors I form have not been quite active but they are slowly not as expected.” (AW, 31, Head of Family Planning Center of Kepala Madan Sub-District)

“... Of all family planning field counseling personnel in Namrole sub-district two workers consist of Midwives and Nurses, Wesama Sub-District one midwife, Leksula sub-district one midwife, FenaFafan sub-midwife, One nurse in Madan Head Sub-district, and Ambalau sub-midwife. And only one pure BKKBN power one person from Leksula. Namrole’s best evaluation results, only Namrole has Gendre Ambassadors, for the future plan to be planned to select Gendre Ambassadors in each sub-district.” (NP, 36, Head of Program Section of South Buru District Youth Counseling Information Center) Other informants said that some youth counseling information center officers were in line with expectations because the ambassador chosen was an accomplished student and often participated in activities in the field. Here’s an interview excerpt:

“... officer’s ability has been slightly in line with expected because all the Youth Counseling Information Center groups that we have shaped all of our achievement categories are not incuuated, so every activity that will be carried out is all involved in the management of their respective work areas until cooperation with cross-sector even they are involved.” (RM, 25, Head of Namrole District Family Planning Hall)

“... Midwives are used to going down in the community if called to get involved, as last month involved the inauguration of Family Village planning on the beach of the village wali.” (AN, 15, Chairman of SMAN I Namrole Youth Counseling Information Center)

<sup>15</sup> Based on the results of an in-depth interview between the head of population control and Family Planning, The head of the Youth Counseling Information Center program and head of the Family Planning Center, Chief Madan, said that the ability of youth counseling information center officers in general is still not as expected because some districts are still constrained by access and funding to improve the capabilities of officers, thus requiring 5 Heads of Family Counseling center planning to slowly spur their ability to achieve

the expected output, despite equipping themselves with limited literature, but they can form a group of Youth Counseling Information Centers, consisting of high-achieving teenagers, despite only running in 3 subdistricts.

<sup>5</sup> Based on the results of interviews with informants, it is known that in improving the ability and skills of youth counseling information center officers, there is training of Youth Counseling information center or action genre district and provincial level. Training is usually filled by speakers from BKKBN District/Provincial Training Hall through lecture method, q&A and games. The targets in this study were youth counseling information center officers to increase knowledge and awareness through the Adolescent Counseling information center on adolescent reproductive health. Here’s an excerpt from the interview:

“... Training for all staff of the Family Planning Center or Clinic is very rare, so learn more self-taught.” (KW, 55, Head of Population control and family planning of South Buru Regency)

“... Human Resources Counseling field family planning should understand the program so it should love a lot of training from the previous year because this (Youth Counseling information center), must understand this program tiered, advocacy, counseling, and know the truth of the Youth Counseling information center.” (NP, 36, Head of Program Section of South Buru District Youth Counseling Information Center)

“... During 2019 there has never been beta training, except 2018 followed 3 trainings in the province, whereas many additional programs require self-study for additional programs related to youth counseling and kb information centers.” (AW, 31, Head of Family Planning Center of KepalaMadan Sub-District)

“... Training needs to be (very) necessary, there is the addition of new programs, field technicalities that need to be learned to, so that we can channel it to that community. If during 2019 never participated in training, only in 2018 training in Ambon three times participated.” (YS, 30, Head of Family Planning Center of FenaFafan Sub-District)

“... Skill improvement training so far only in 2018, but sometimes I go to BKKBN Province to participate in training because for the district level has not been penah done, as the only staff in the family planning hall

leksula sub-district completed the program well because it was assisted by the midwife coordinator of leksula health center.” (VL, 55, Head of Family Planning Center Leksula Sub-District)

“... The challenge of the beginning is just, because it is still learning from the field and many helped to see updates from youtube or google. The usual material is prepared about reproductive health, namely knowing the characteristics of puberty, knowing the risk of pregnancy with one sex, and knowledge of Sexually Transmitted Diseases (STDs).” (AN, 15, Chairman of SMAN 1 Namrole Youth Counseling Information Center)

Overall, the ability of youth counseling information center officers in South Buru Regency is sufficient. All eight informants already have a common understanding of the Youth Counseling Information Center program. Youth Counseling Information Center activities have been conducted in each school and village and each already has a group of Youth Counseling information centers although some informants say that they are unable to reach each village to conduct youth counseling information centers because access to locations is quite difficult (sea). To improve the skills and skills of youth counseling information center officers, it should be organized in the planning of district activities but not done. Similarly, the province does not invite participants from all halls in South Buru Regency because there is no proposal from the district. The lack of planning and supervision from province to district and district to each of its halls led to various training programs not running as they should.

### Discussion

There are three groups of variables that affect performance and behavior, one of which is individual variables, which include abilities and skills where ability and skill are the main factors that affect individual performance<sup>15-21</sup>. The ability of officers is seen to assess the extent to which carrying out various tasks in a job is possible and one can get the job well done<sup>20</sup>. To improve their skills and skills, Youth Counseling Information Center officers are given training/action genre districts and provinces every year. although only leksula sub-district family planning center officers have been training in the province since 2019. While other hall officers never participated in youth counseling information center training, because there was never any more invitation to attend training in the district or in the

province, thus requiring to seek literature and study self-taught.

This is certainly an evaluation for the officers of the Provincial or District Family Planning Center so that in the future each officer of the District Family Planning Hall gets an invitation to participate in training in the District and Province so that all officers of the District Family Planning Hall get the same opportunity to improve the skills and skills regarding the Youth Counseling Information Center program

<sup>3</sup> Research conducted by Salla et al shows the ability of officers not to be able and skilled in running the program and some officers do not yet have a registration certificate as a guarantee of the quality of health workers<sup>22-23</sup>. Human resource quality improvement activities have also been carried out by BPPKB Banyuwangi Regency by holding training for educators or peer counselors, but the training is still not optimal karen not implemented regularly<sup>24-25</sup>.

Inadequate resources <sup>3</sup> will create a barrier to policy implementation<sup>26-30</sup>. Youth life is a very decisive life for their next future life. The activities that have been carried out by youth counseling information center officers in South Buru District are (1) establish a counseling information center in the school environment to provide information services and counseling about 8 Family Functions, Marriage Age Maturity, TRIAD KRR, Life Skills, Gender, Advocacy and Communication information and education. (2) Promote and socialize the Youth Counseling Information Center in the community to introduce the existence of youth counseling information center to all relevant parties in order to expand access and development of support and network of youth counseling information centers. (3) Prepare and empower human resources managers of youth counseling information centers to prepare and empower human resources both for the newly grown youth counseling information center and to replace the no longer active human resources with various causes (regeneration) for the continuity of youth counseling information centers. (4) Conduct administration, recording and reporting to improve administrative order and document activities in the management and service provided by the youth counseling information center, including human resources, facilities, infrastructure and method.

## Conclusion

This study concluded that the ability of youth counseling information center officers in carrying out the Program of Youth Counseling Information Center in South Buru District is sufficient. To improve the skills and skills of youth counseling information center officers, there is regular training every year at both the district and provincial level. Not every sub-district can participate in training because there is never another invitation to attend training in the district or in the province, thus requiring to seek literature and study self-taught. The government is expected to realize the consistency of training (refreshing) for each district hall officer, centered in the district or in BKKBN Province with professional trainers by inviting all district hall officers so that each officer has the same skills and knowledge.

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