ABSTRACT

Factors Associated with Posyandu Cadre Competency Levels in West Kutai, Indonesia

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Background : Posyandu cadres play an essential role in delivering community-based primary healthcare services in Indonesia. Understanding factors associated with cadre competency is important for identifying capacity-building priorities, particularly in geographically diverse settings. This study aimed to examine factors associated with competency levels among Posyandu cadres in West Kutai Regency, East Kalimantan, Indonesia.

Objective : This study examined factors associated with competency levels among Posyandu cadres in West Kutai Regency, East Kalimantan, Indonesia.

Research Methods/ Implementation Methods : A cross-sectional study was conducted using secondary data from 752 Posyandu cadres. Competency was categorized into four ordered levels: No Status, Purwa, Madya, and Utama. Sociodemographic characteristics, participation in training on 25 basic cadre skills, and Puskesmas service-area characteristics were examined using multivariable ordinal logistic regression. Associations were expressed as adjusted odds ratios (aORs), with 95% confidence intervals (CIs) reported where available.

Results : Among 752 cadres, 72.1% were classified as Purwa, 15.4% as Madya, 2.4% as Utama, and 10.1% had no competency status. Most participants were female (96.7%), and 44.8% served in remote areas. Older age was associated with higher competency levels (aOR = 1.028; $p < 0.001$). Participation in training was associated with higher odds of belonging to a higher competency category (aOR = 3.32; 95% CI: 1.77–6.25). Compared with university education, primary education (aOR = 0.330; $p = 0.002$) and junior secondary education (aOR = 0.436; $p = 0.016$) were associated with lower competency levels. Cadres serving in rural areas had higher adjusted odds of belonging to a higher competency category than those in urban areas (aOR = 2.373; $p = 0.019$).

Conclusion/Lesson Learned : Age, educational attainment, training participation, and service-area characteristics were associated with Posyandu cadre competency levels. Expanding access to competency-based training and developing context-specific capacity-building strategies may support improvements in cadre competency, particularly across geographically diverse communities.

Keyword : Posyandu cadres; competency levels; cadre training; primary healthcare; ordinal logistic regression.