ABSTRACT

The Relationship Between Competency Training and Cadres' Proficiency Levels in Integrated Primary Health Care Services

Habibah Ayu Nuraini, Ratih Wirapuspita Wisnuwardani

Correspondence E-mail : nurainiayu85@gmail.com

Background : Implementation of Integrated Primary Care (Primary Service Integration , ILP) requires competent health cadres to support community-based services across the life course. At Kampung Bugis Health Center, cadres participate in training covering 25 basic competencies and are classified into proficiency levels. However, evidence regarding the relationship between competency training and cadre proficiency levels remains limited.

Objective : This study aimed to examine the association between training in 25 basic competencies and proficiency levels among Posyandu cadres implementing ILP services at Kampung Bugis Health Center.

Research Methods/ Implementation Methods : This analytical cross-sectional study included 245 Posyandu cadres with available data on training status and proficiency level. Training status and cadre proficiency levels were analyzed descriptively. The association between training status and proficiency level was assessed using Pearson's chi-square test, and the strength of association was measured using Cramer's V.

Results : Training status was significantly associated with cadre proficiency level (χ^2=124.950; df=3; p <0.001), with Cramer's V of 0.714, indicating a strong association.

Conclusion/Lesson Learned : Training in the 25 basic competencies was strongly associated with cadre proficiency levels. However, given the cross-sectional design, the findings demonstrate an association rather than a causal effect of training on cadre proficiency.

Keyword : health cadres; competency training; proficiency level; Integrated Primary Care; Posyandu