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CHARACTER BUILDING OF INTEGRATED SERVICES POST ELEMENTS WITH AN ENTREPRENEURSHIP APPROACH AS AN EFFORT TO REVITALIZE INTEGRATED SERVICES POST AFTER PANDEMIC

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ABSTRACT

Most of the Integrated Services Post in the post-pandemic have actively implemented their programs, but the performance of the cadres is not optimal. The results of the post-pandemic survey showed that most of the Integrated Services Post programs had not been implemented optimally (75%), the performance of Integrated Services Post cadres decreased by 56% and visits by 35% of the 98% target. The method used in this community service activity is to use an independent study program through a health cadre booth camp for 22 health cadres with an entrepreneurship approach. The variables measured in this activity are the performance of Integrated Services Post cadres including cadre activity, problem-solving abilities, accuracy in filling out reports, speed in completing programs, the collaboration between teams, and communication skills with the community. The instrument uses a questionnaire and a pre- and post-check list. The analysis used an independent t-test (paired t-test) by looking at the difference in mean and $\text{sig} < 0.05$. The results of the analysis showed that there were differences in each of the pre and post-test indicator variables. In cadre activity, the mean difference is 21.77, problem solving is 21.36, program implementation accuracy is 22.09, program completion speed is 21.05, teamwork is 23.53 and communication ability is 23.64 with $\text{sig} < 0.05$. The independent booth camp study method through in person, online and self-paced was able to restore and revitalize the overall role and function of Integrated Services Post elements.

Keywords: study, independent, Revitalization, Integrated Services Post

1. INTRODUCTION

The pandemic period had an impact to changes in people's behavior, including *Health Seeking Behavior*. *Health Seeking behavior* is a behavioral attack carried out by individuals seeking health help when the body experiences early signs of illness, to determine the place of help, and adherence to following the treatment process.¹⁻³ Before the pandemic, health seeking behavior people tended to choose health facilities as a place to overcome the signs and symptoms of pain in their bodies and chose to visit Integrated Services Post as a place to detect health problems, especially the health of pregnant women, maternity, breastfeeding,

babies and toddler. Integrated Services Post is a form of community-based health business that is managed independently by the community with the assistance of health workers and is part of one of the main programs of each Public Health Center. Integrated Services Post has a role in improving the health status of mothers, toddlers and preschoolers. The Integrated Services Post activities include monitoring the health of pregnant women, breastfeeding, monitoring the growth and development of babies, toddlers and preschool children.⁴

The results of the Survey during the pandemic in the Wage area, the cessation of Integrated Services Post activities had an

impact on the decline in the health status of pregnant women, postpartum mothers, the nutritional status of babies, toddlers and pre-school children. The decrease in the health status of pregnant women is characterized by an increase in pregnant women who have anemia, by 4.5%, body weight does not increase by 3.7% and pre-eclampsia is detected by 1.9%. Meanwhile, in the nutritional system of babies, there was an increase in body weight did not increase by 1.3%, indicated stunting by 0.34%, indicated obesity by 0.98%. While from the aspect of performance of Integrated Services Post management cadres, it decreased by 87%. This condition is at risk of an increase in the rate of pain in infants, toddlers and preschoolers as well as an increase in the prevalence of high-risk pregnancies.

During the pandemic, Integrated Services Post operational activities were again active with various programs, but some Integrated Services Post were constrained by suboptimal cadres. Cadres as the main managers of Integrated Services Post are one of the elements of Integrated Services Post that are able to drive the entire program. The results of the post-pandemic survey obtained data that most Integrated Services Post programs have not been implemented optimally (73%), the performance of Integrated Services Post cadres has experienced a decline of 56% and Integrated Services Post visits by 35% of the 98% target. The reduction of a performance of Integrated Services Post cadres was caused by decreased motivation by 97%, a large number of work programs by 67%, the communication of cadres to the community who less by 83%, rejection of work programs by the community by 85%, fear of covid disease by 45%. The data above explains that there is a submissive performance of Integrated Services Post cadres so that it has an impact on the number of Integrated Services Post visits. Therefore, Integrated Services Post implementing cadres need to strengthen the character of Integrated Services Post cadres as an effort

to restore the overall performance of Integrated Services Post elements.

2. METHOD

⁵ The method used in this community service activity is to use an independent study program through a health cadre camp booth. This activity is carried out through the provision of short courses in person, online and self-paced about Integrated Services Post work programs and character development for cadres. The activity is carried out for 6 weeks by using an entrepreneurship approach. The variables measured in this activity are the performance of Integrated Services Post cadres including cadre activity, problem solving ability, accuracy in filling out reports, speed in completing programs, cooperation between teams, communication skills with the community. The instruments used in this an activity are pre and post questionnaires. The analysis test uses an independent t test by looking at the difference between the mean pre and post. The target of this activity is the entire Integrated Services Post cadre in the Wage village area, Sidoarjo, which amounts to 22 health cadres.

3. RESULTS

Table 1. Characteristics of Cadres

Characteristics of cadres (n=22)	Frequency	Percent
Education Level		
Junior High School	4	18.2
Senior High School	16	72.7
Bachelor	2	9.1
Experience of being a health cadre		
Less than 1 year	3	13.6
More than 1 Year	19	86.4

Table 1 illustrates that most health cadres have an education level at the high school level of 72.7% with experience of being a cadre for more than 3 year.

Table 2 explains that the results of the independent t test with the paired t test obtained differences in each varied indicator of the achievement of pre and posttest community service activities. In the cadre

activity variable, a mean pre of 14.50 and a post of 36.27 were obtained, which means that after activity there was a difference in activity of 21.77. obtained a mean of 15.00 and after the activity of 36.36 which means that there is a difference in the mean pre and post of 21.36.

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Table 2. Results of Independent T-Test Pre and Post Test

Variable (n=22)	Mean		Sig < 0.05
	Pre	Post	
Cadre Activity	14.50	36.27	0.001
Problem Solving Capabilities	15.00	36.36	0.002
Accuracy of Program Implementation	13.14	35.23	0.004
Program Final Completion Speed	12.77	33.82	0.01
Teamwork	12.23	35.86	0.003
Communication Skills	11.41	35.05	0.02

Meanwhile, the accuracy of the implementation of the program during the pre-test was obtained by a mean of 13.14 and after the activity of 35.23 so that a difference in the mean of 22.09 was seen, In the indicator of speed in completing a Integrated Services Post program before community service activities, a mean of 12.77 was obtained and after an activity of 33.86 which means it was the fastest the mean difference is 21.05.

While the teamwork indicator has a pre mean of 12.23 and a mean post of 35.86 which means that there is a difference in the mean of 23.53 and in the indicator of communication skills obtained, the mean is obtained, the pre is 11.41 and the mean post is 35.05 so that there is a difference in the mean pre and post of 23.64. The results of the test, the overall achievement variable has a sig value of < 0.05 which means that there is a significant connection between the treatment of independent studies (booth camp) on function and overall performance element Integrated Services Post.

4. DISCUSSION

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Based on the results of the independent t-test (paired t-test) obtained the difference in the mean pre and posttest and sig < 0.05, These results illustrate that the independent study model (both camps) organized 6 are able to increase the activeness of performance, accuracy of running programs, speed in completing programs, ability to provide problem solving on problems that occur both from individual cadres, teams and target cadres (community).⁵⁻⁷ Both camps are one of the learning methods carried out intensively that can improve the ability to run a program. One of the methods applied in both camps is in-person. The in-person model requires health cadres to be face-to-face with the facilitator for 3 hours in 10 meetings. The in-person method is able to change the perspective, knowledge and perception of the vision and mission of health cadres and Integrated Services Post programs.⁸⁻¹⁰

In addition to improving knowledge, perception and perspective, *in-person* is able to improve the ability of communication and team performance. In addition to *in person*, the health cadre camp program is carried out online. With this method, health cadres are able to increase self-confidence, *public speaking* and become *resonant educators*. Another method used in the health cadre booth camp program also uses the *self-paced* method, where health cadres are given a *mini project* Integrated Services Post program such as detection high risk of pregnancy, monitoring the growth and development of children with all their problems. *The mini project* of the Integrated Services Post program is carried out by a small group consisting of 4 health cadres, this project is carried out for 2 weeks. The *self-paced* method provides an opportunity for each team of the kecl group to get to know the competencies of each team, be able to provide *problem solving* independently, be able to build a mindset *predictable* and *unpredictable* and able to cultivate social emotional and increase the resilience of health cadres.¹¹⁻¹⁸

5. CONCLUSION

The *independent booth camp study* method through *in person*, *online* and *self-perced* is able to restore and revitalize the role and function of the overall Integrated Services Post elements. Therefore, it is hoped that this method can be one of the programs to strengthen Integrated Services Post managers so that the performance of Integrated Services Post can be carried out optimally.

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