

## ABSTRAK

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Program Studi : Kesehatan Masyarakat  
Judul : Hubungan Kompetensi Individu, Dukungan Organisasi Dan Dukungan Manajemen Terhadap Kinerja Kader Posyandu di Kelurahan Karang Sari Kota Tangerang Tahun 2017

Tingkat keberhasilan pencapaian program posyandu di kelurahan Karang Sari sebesar 65,7% dari target pencapaian diatas 70%. angka tersebut masih dibawah target pencapaian. hal ini tidak terlepas dari kinerja kader posyandu sebagai penggerak masyarakat. beberapa penelitian menyebutkan kinerja dipengaruhi oleh kompetensi individu, dukungan organisasi dan dukungan manajemen. Mengetahui hubungan antara kompetensi individu, dukungan organisasi dan dukungan manajemen terhadap kinerja kader posyandu di Kelurahan Karang Sari Kota Tangerang tahun 2017. Penelitian ini menggunakan desain cross sectional (potong lintang) dan jenis penelitian kuantitatif. sampel dalam penelitian ini berjumlah 72 kader. Analisis data menggunakan analisis univariat dan analisis bivariat menggunakan uji Chi Square yang telah dilakukan koreksi (continuity correction). Hasil penelitian menunjukkan, tingkat pendidikan responden sebagian besar SMA sebanyak 51.4%, kompetensi individu sebagian besar baik, sebesar 51.4%, dukungan organisasi sebagian besar baik, sebesar 62.5%, dan dukungan manajemen sebagian besar baik, sebesar 52.8%. Hasil uji analisis bivariat diperoleh bahwa ada hubungan antara kompetensi Individu, dukungan organisasi dan dukungan manajemen dengan kinerja kader posyandu, dengan nilai p value untuk masing-masing variabel yaitu variabel kompetensi individu ( $p = 0.000$ ), variabel dukungan organisasi ( $p = 0.010$ ) dan variabel dukungan manajemen ( $p < 0.000$ ). Perlu adanya penilaian kinerja kader posyandu agar kader posyandu semakin giat dalam bekerja sehingga akan berdampak pada peningkatan pencapaian program posyandu.

Kata Kunci : Kompetensi Individu, Dukungan Organisasi, Dukungan Manajemen, Kinerja, Kader Posyandu.

6 Bab, 77+ xvi Halaman, 14 Tabel, 2 Gambar, 15 Lampiran.

Daftar Pustaka : 33 ( 2003-2016)

## ABSTRACT

Name : Hilyah Naqiyah  
Program Study : Public Health  
Title : *Correlation of Individual Competency, Organization Support and Management Support to Performance of Posyandu Cadres in Karang Sari Village, Tangerang City in 2017*

*The success rate of the posyandu program in Karang Sari village is 65.7% from the achievement target above 70%. The figure is still below the target achievement. This is not apart from the performance of posyandu cadres as community mobilizer. Some studies suggest performance is influenced by individual competencies, organizational support and management support. Knowing the corelation of individual competence, organizational support and management support to the performance of posyandu cadres in Karang Sari Village Tangerang City 2017. This research use cross sectional design with quantitative method. The sample in this study amounted to 72 cadres. Data analysis using univariate analysis and bivariate analysis using Chi Square test has been done correction (continuity correction). The results of the study showed that the education level of most of the respondents is SMA was 51.4%, the individual competence was mostly good, 51.4%, the support of the organization was mostly good, 62.5%, and the management support was mostly good, 52.8%. The result of bivariate analysis test shows that there is correlation between Individual competence, organizational support and management support with Posyandu cadre performance, with p value for each variable that is individual competence variable ( $p = 0.000$ ), organizational support variable ( $p = 0.010$ ) and Variable support management ( $p < 0.000$ ). It is necessary to evaluate the performance of Posyandu cadres so that the posyandu cadres will be more active in the work so that it will have an impact on the improvement of the posyandu program achievement, and need to be in the overall training of the cadres*

*Keyword : Competence of Individual, Organizational Support, Management Support, Performance, Cadres, Posyandu  
6 chapters, xvi + 77 Pages, 14 Tabels, 2 Pictures, 15 Attachments  
Bibliography: 33 (2003-2016)*