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RESEARCH ARTICLE

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Increased Cadre Motivation Conducting Childbirth Referrals through Training with the DABA Method

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ABSTRACT

One of the causes of high maternal mortality is delivery assistance provided by other than health workers or traditional healers. The way to reduce the bondage relationship is to increase the motivation of cadres to refer mothers to health workers. The DABA method is a modification or development of the SALT method (support, appreciate, learn, and transfer), is a method or technique for forming something, showing that a community has the ability to respond to every challenge including childbirth assistance. The maternal mortality rate is still high, the Inter-Census Population Survey data released by the Central Statistics Agency shows that there were 359 maternal deaths per 100,000 births in 2013. The purpose of this study was to analyze the motivation of cadres by empowering the DABA method for referral for delivery assistance by health workers in Jember Regency. Motivation is the reason that underlies an action done by an individual. The method used was quasi-experimental using 2 groups. This study used the non equivalent control group, pre test post test design. The population in this study were 2220 posyandu cadres in the working area of the health centers in the Jember District. The subjects of this study were 100 posyandu cadres in Jember district in 2019 who met the criteria. The sampling technique was carried out by simple random sampling by selecting from a list of names of cadres in each health center. There was differences (p -value = 0.021) of cadre motivation between treatment and control group. The cadre motivation of intervention group was higher than the control group for referral labor. Having high motivation means having very strong reasons to achieve what he wants by doing his current job. The cadre motivation of treatment group increased significantly, this happened because cadres trained through the DABA method were invited to achieve the dreams they had built, namely to reduce maternal and infant mortality. Training using the DABA method is able to increase the motivation of cadres to make a referral to mothers to give birth at a health service place, so training with the DABA method is highly recommended to increase motivation for certain groups to achieve certain goals.

Keywords: cadre motivation; DABA method; childbirth referrals

INTRODUCTION

Background

The maternal mortality rate is still high, the Inter-Census Population Survey data released by the Central Statistics Agency shows that there were 359 maternal deaths per 100,000 births in 2013. This figure is more than double the height of the MDGs targeted, which is 102 in 2015. Concerns the other is a matter of quality and access to health services as well as gaps between provinces. Cases of maternal death are mainly caused by bleeding (37%), high blood pressure during pregnancy (22%), and infection (14%) according to the 2015 Indonesian Demographic and Health Survey (IDHS). Nationally, the biggest causes of maternal death are bleeding then preeclampsia and new eclampsia of infection. Factors causing maternal death can actually be suppressed if pregnant women want to do routine pregnancy checks and get help from health workers. Achievement of delivery coverage by health workers for the Province of East Java in 2016 was 89.14%. This

figure is below the specified target, which is 94% ⁽¹⁾. For the sake of supporting the increase in the number of deliveries assisted by health workers can be done by utilizing the active role of cadres in the community such as PKK cadres, as well as community leaders in the community ⁽²⁾.

The DABA method (support, appreciation, learning, and knowledge transfer) will be applied by researchers to increase the motivation of cadres in making reference to health labor delivery. DABA is a method or technique in shaping something, showing that a community has the ability to respond to every challenge including childbirth assistance⁽³⁾. The DABA approach is an innovative communication strategy that aims to develop community creative responses that are rooted in community strength ⁽⁴⁾. This method will increase the cadre's motivation that the cadre is able to make a reference to health labor delivery and will reduce the MMR and IMR

Purpose

The purpose of this study was to determine the motivation of cadres to improve delivery assistance by health workers with referral from cadres through the DABA method. The novelty in this study is to determine the effectiveness of training in the DABA method in an effort to increase the motivation of cadres to make delivery assistance referrals to health workers. The research ethics test was carried out through the Health Research Ethics Commission of the Health Polytechnic of the Ministry of Health Surabaya..

METHODS

This study was a quasi-experimental study using 2 randomly selected population groups, where there were treatments in the study population and control groups that were not treated, aimed at finding methods to improve referral assistance for health workers by cadres. This study used the non equivalent control group, pre test post test design, where measurements were made on the groups before and after treatment with regular interventions ⁽⁵⁾.

This research was conducted in 4 health centers in the working area of the Jember District Health Office, where treatment and control health centers were distinguished. The study was conducted for 8 months in 2019. The population in this study were 2220 posyandu cadres in the working area of the health centers in the Jember District. The subjects of this study were some posyandu cadres in Jember district in 2019 who met the criteria.

The sample size was determined by using the hypothesis test formula, the sample size based on the proportion by looking at the p value of the number of cadres referred to pregnant women to give birth to health personnel, below:

$$n = \frac{[Z_{1-\alpha/2}\sqrt{2P(1-P)} + Z_{1-\beta}\sqrt{P_2(1-P_2) + P_2(1-P_2)}]^2}{(P_1 - P_2)}$$

After being calculated, the sample size was 47 samples from the control group and 47 samples from the treatment group. To account for the design effect, these were rounded up to each group of 50 people. Each health center consisted of 25 treatment groups and 25 control groups. The sampling technique was carried out by simple random sampling by selecting from a list of names of cadres in each health center.

Retrieval and data collection by means of interviews with the help of questionnaires and checklists made by the researcher. To find out the effectiveness of empowerment using the DABA method in increasing cadre commitment, a different test was conducted. Different tests were conducted with the aim of drawing conclusions whether empowerment has an effect on cadre motivation.

RESULTS

The research team, together with a team of health promotion experts, discussed developing a trainer's guidebook. Then a DABA Method (Support, Appreciation, Learning and Knowledge Transfer) training manual was developed which is a modification or development of the SALT method. The DABA method was developed to match the training needs of cadres in Jember District where labor assistance by health workers is still low. The DABA method in this training aims to increase the motivation of cadres in efforts to reduce maternal mortality by increasing the number of maternal referral mothers to health workers.

The motivation of cadres in referring to childbirth in the treatment group obtained a mean value of 31.44, a mean or median value of 30.00, and a standard deviation of 3.30; Whereas in the control group, the mean value was 32.66, the middle or median value was 32.50, and the standard deviation was 3.43.

Table 1. Cadre motivation before training in the DABA method at the health centers

Cadre motivation	Intervention group	Control group
Mean	31.44	32.66
Median	30.00	32.50
Standard deviation	3.30	3.43

The motivation of cadres in referring to childbirth in the treatment group obtained a mean value of 33.54, a mean or median value of 33.00, and a standard deviation of 3.54; Whereas in the control group the mean value was 32.72, the middle or median value was 32.00, and the standard deviation was 4.39.

Table 2. Cadre motivation after training in the DABA method at the health centers

Cadre motivation	Intervention group	Control group
Mean	33.54	32.72
Median	33.00	32.00
Standard deviation	3.54	4.39

The results of hypothesis testing for the motivation aspect using the Wilcoxon signed ranks test obtained a p value of 0.004, which means that there was a difference (increase) in the motivation of cadres in the treatment group after receiving the DABA method training. In other words, the DABA method was effective in increasing cadres' motivation to refer to childbirth.

Table 3. Difference in cadre motivation between before and after the DABA method training in the treatment group

Cadre motivation	Before	After
Mean	31.44	33.54
Median	30.00	33.00
Standard deviation	3.30	3.54
Sign. Wilcoxon signed ranks test (p) = 0,004		

Based on the description of the data above it can be concluded that the treatment group had a higher motivation increase than the control group. Hypothesis testing for the aspects of motivation using the free sample t test obtained a p value of 0.033, which means that there was difference in cadre motivation between the treatment group and the control group after training in the DABA method.

There were significant differences (p value = 0.033) in the motivation of the treatment group cadres compared to the control group for referring childbirth to health workers after the treatment group was given training with the DABA method. After being given training with the DABA method, the motivation of treatment group cadres to make a referral to delivery to health workers is increasing.

Table 4. Difference in cadre abilities between the treatment group and the control group after the DABA method training

Cadre motivation	Intervention group	Control group
Average score difference	2.00	0.00
Middle value difference in score	1.50	-0.50
Standard deviation of score difference	4.57	4.66
Independent sample t test (p) = 0.033		

DISCUSSION

Training with the DABA method trains cadres to improve the ability of cadres to receive the contents of the training material provided because when training cadres are given the opportunity to express what they already know about the material provided in addition to getting material from the facilitator. In addition, cadres were also given the opportunity to practice in order to apply the material they had obtained

The motivation of the treatment group cadres in this study experienced a significant improvement between before training and after being given training with the DABA method. While in the control group there was no significant increase in motivation between first and second measurement.

Motivation is the 'reason' that underlies an action done by an individual. Someone said to have high motivation can be interpreted that the person has a very strong reason to achieve what he wants by doing his current job. The motivation of the treatment group cadres to make a referral for childbirth assistance to health

workers increased significantly, this happened because by being trained through the DABA method, cadres were invited to achieve the dreams they had built, which were to reduce maternal and infant mortality. The dream that has been built is the reason that motivates the cadre to achieve it, the cadre will try to make a referral to the delivery of delivery to health workers so that the dream that has been built will soon be achieved. To achieve this dream, the cadres will continue to learn and are determined to always refer all pregnant women to give birth to energy force.

CONCLUSION

The conclusion of this study is that training for cadres using the DABA method can increase cadres' motivation to make delivery referrals to health workers. The training in the DABA method was able to increase cadres' knowledge of the risks if a mother was assisted by a non-health worker, with this increase in knowledge causing cadres to always try to refer mothers who would give birth to health concerns. Training using the DABA method encourages cadres to reduce maternal mortality so that cadres will try to help mothers who are about to give birth to health workers.

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