

The Effect of Competence, Workload and Compensation on the Performance of Family Assistance Team (FAT) Cadres in Reducing the Risk of Stunting in the Buleleng District Area

I Putu Aprilia Pratama^{1*}, Henry Sudiyanto², Eka Diah Kartiningrum³, Sulis Diana⁴

^{1,2} Department Master of Public Health, STIKes Majapahit Mojokerto, Indonesia

*Corresponding author: apriapratama33@gmail.com

ABSTRACT

Background: Stunting as a health problem is influenced by various factors including inappropriate nutrition and feeding practices. Family Assistance Team (FAT) cadres have an important role in providing assistance, but challenges in the field related to competence and high workload are a barrier to achieving optimal performance.

Purpose: This study aims to analyze the influence of competence, workload, and compensation on the performance FAT cadres in reducing the risk of stunting in Buleleng District.

Methods: This study uses an *analytical observational* design with a *cross-sectional approach*. The population of this study includes all FAT cadres who are actively serving in Buleleng District, Buleleng Regency, totaling 288 people. The research sample was taken using *the proportional stratified random sampling technique*. The samples was calculated using *the Slovin* formula resulting 168 cadres as respondents.

Results: The results showed that the majority of FAT cadres' competence was good (93.5%), most of the workload was high (64.3%) but only 25% stated that the compensation received was good. The results of data analysis were carried out using multiple linear regression. The results showed that the majority of competencies had a positive (p-value $0.000 < 0.005$) and significant effect on cadre performance, while workload (p-value $0.522 > 0.005$) and compensation (p-value $0.828 > 0.005$) showed no significant effect.

Conclusion: Increased competence and compensation, as well as good workload management, are very important to support the performance of FAT cadres in stunting prevention. Therefore, it is important for FAT cadres to attend many trainings and workshops that are in accordance with their needs in order to improve competence. Thus, they will have good performance in reducing stunting.

Keywords: competency, FAT cadres, performance, stunting

Received March 10, 2025; Revised May 12, 2025; Accepted July 3, 2025

DOI: <https://doi.org/10.30994/jnp.v8i4.873>



The Journal of Nursing Practice, its website, and the articles published there in are licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

BACKGROUND

Stunting is a health problem characterized by stunted child growth due to chronic malnutrition and recurrent infections. This condition often occurs in communities with low socioeconomic status, improper diet, and limited access to health. The Government of Indonesia has placed stunting as a national priority, with various interventions including the establishment of a Family Assistance Team (FAT) tasked with providing direct assistance to families at risk of stunting (Ministry of Health of the Republic of Indonesia, 2022).

FAT consists of cadres who have important tasks in collecting data, monitoring, and reporting the condition of families with the potential for stunting. However, the competence of FAT cadres is still the main obstacle. Many cadres have difficulty filling out the recording form completely and correctly, both manually and online. Limited training and lack of understanding of information technology are serious challenges that hinder the achievement of their performance targets in the field (Eka Sari & Rahyanti, 2022).

In addition to competency problems, the workload of FAT cadres is also very high. As volunteers, they often serve in various sectors, such as posyandu cadres, Family Welfare Empowerment Program (PWEP), and family planning cadres, so they cannot fully focus on family assistance. The limited number of cadres in each region exacerbates this situation, especially in areas with large populations such as Buleleng District. As a result, cadres often feel overwhelmed and unable to carry out their duties optimally (Kurniawati & Ardiansyah, 2022).

Given the importance of the role of FAT cadres in efforts to reduce stunting rates, it is necessary to increase their capacity and improve their work system. The competence of cadres must be improved through continuous training, while the workload needs to be managed to be more balanced. On the other hand, providing decent compensation can increase their work motivation so that cadre performance becomes more optimal. With the right support, it is hoped that FAT cadres can carry out their duties more effectively and contribute to efforts to accelerate the reduction of stunting risk in Indonesia, especially in areas with a high prevalence such as Buleleng District.

Based on the researchers' observations, many FAT cadres still struggle to fill out forms if some data cannot be obtained from their families. Cadres also complain about the heavy workload of having to input data online, compared to the compensation they receive. This results in many cadres sometimes skipping their duties, preferring to pursue their primary job rather than being a cadre.

OBJECTIVE

This study aims to analyze the influence of competence, workload, and compensation on the performance FAT cadres in reducing the risk of stunting in Buleleng District.

METHODS

This study uses an *analytical observational* design with a *cross-sectional approach*. This design was chosen to evaluate the relationship between competence, workload, and compensation as independent variables, as well as the performance of Family Assistance Team (FAT) cadres as dependent variables, in the context of reducing stunting risk in Buleleng District. Data collection was carried out at one time through a questionnaire distributed to FAT cadres.

The population of this study includes all FAT cadres who are actively serving in Buleleng District, Buleleng Regency, totaling 288 people. The research sample was taken using *the proportional stratified random sampling technique*, taking into account the

distribution of cadres in each sub-district area. The number of samples was calculated using *the Slovin* formula with an error rate of 5%, so that 168 cadres were obtained as respondents. Samples from each region are taken proportionally based on the number of cadres on duty in each village/sub-district.

The main variables analyzed in this study include the competence of FAT cadres, the workload they bear, and the compensation received. The competency of cadres is measured using a questionnaire that includes their technical and non-technical abilities in carrying out their duties, such as understanding of tasks, the ability to take notes, and the use of information technology for data reporting. The workload of cadres is assessed based on the intensity of daily tasks which include the number of families accompanied, the amount of data that must be recorded, and various other administrative tasks. Meanwhile, compensation is measured based on cadres' perception of the amount of wages received each month, which includes honorarium for recording and mentoring.

The performance of FAT cadres as a dependent variable was measured using a questionnaire that assessed the effectiveness of cadres in carrying out their duties. This questionnaire consists of various items that describe the achievement of mentoring tasks, speed in recording, and the ability to detect stunting risk appropriately. The entire questionnaire was measured using the Likert scale with five levels of answers, ranging from strongly disagreeing (1) to strongly agreeing (5). The questionnaire used in this study has been tested for validity and reliability, with reliability tests showing Cronbach's Alpha value above 0.7.

The data that has been collected is analyzed using a descriptive statistical test to describe the characteristics of the respondents, such as age, education level, and length of experience as a FAT cadre. In addition, to test the influence of competence, workload, and compensation on the performance of FAT cadres, multiple linear regression analysis was used. This test aims to find out how much each independent variable contributes to the dependent variable. The analysis was carried out with the help of statistical software, and the significance level was set at a p-value < 0.05 to determine the significant influence between the variables studied.

RESULTS

Table 1. Characteristics of Respondents

No	Description	Respondents	
		Frequency (f)	Percentage (%)
1	Gender		
	Man	14	8.4 %
	Woman	154	91.6 %
2	Age		
	Late Teenage Years	6	3.6 %
	Early Adulthood	162	96.4 %
3	Education		
	Primary School	2	3.6 %
	Junior High School	13	7.8 %
	Senior High School	132	78.4 %
	Diploma	7	4.2 %
	Bachelor	14	8.4 %
4	Long Working Time		
	Length of Service 1 Year	28	16.8 %

	Length of Service 2 Years	102	60.5 %
	Length of Service 3 Years	38	22.8 %
5	Income		
	IDR 1,500,000-IDR 2,000,000	52	31.1 %
	IDR 2,100,000-IDR 3,000,000	66	38.9 %
	IDR 3,100,000-IDR 4,000,000	50	29.9 %

Based on Table 1, it can be seen that out of 168 respondents, it shows that the questionnaire was filled out by 14 men (8.4%) and 154 women (91.6%). Based on the division of adolescent age phases, according to respondents who are in late adolescence 17-25 years old as many as 6 people (3.6%) and respondents who are vulnerable to the age of 26-35 years as many as 162 people (96.4%). (Risksedas, 2020) Respondents based on education were divided into 5 groups of respondents who were selected, namely elementary education as many as 2 people (3.6%), junior high school education as many as 13 people (7.8%), high school as many as 132 people (78.4%), respondents with D3 education as many as 7 people (4.2%), and respondents with S1 education as many as 14 people (8.4%).

Respondents with a working period of 1 year were 28 people (16.8%), respondents with a working period of 2 years were 102 people (60.5%), and respondents who worked for 3 years were 38 people (22.8%). The income of respondents was Rp. 1,500,000 – Rp. 2,000,000 as many as 52 people (31.1%), respondents with an income of Rp. 2,100,000 – Rp. 3,000,000 as many as 66 people (38.9%) and respondents with an income of Rp. 3,100,000 – Rp. 4,000,000 as many as 50 (29.9%).

The Effect of Competence on the Performance of FAT Cadres in Reducing the Risk of Stunting in the Buleleng District Area

Table 2. Overview of cadre competence on the performance of TPK cadres

Variable		Cadre Performance		Total	<i>F count</i>	<i>P value</i>
		Good	Enough			
Cadre Competencies	Good	157 (95,7%)	7 (4,3%)	164 (100%)	43,347	0,000
	Enough	4 (100%)	0 (0,0%)	4 (100%)		
Rsquare = 0.724						

Based on table 2, it can be seen that the level of competence of good cadres has good performance as many as 157 people (95.7%). The results of the determination analysis showed that 0.724 or 55.9% which means the contribution of the influence of cadre competence was 55.9% while the remaining 44.1% was influenced by other variables outside the study. Based on the results of the hypothesis test, the cadre competency variable showed a significant influence with a p-value of 0.000 (<0.05) so that it can be concluded that there is an influence of competence on the performance of FAT cadres in reducing the risk of stunting in the Buleleng District area.

The Effect of Workload on the Performance of FAT Cadres in Reducing the Risk of Stunting in the Buleleng District Area

Table 3. Overview of cadre workload on the performance of FAT cadres

Variable		Cadre Performance		Total	<i>F count</i>	<i>P value</i>
		Good	Enough			
Cadre Workload	Tall	108 (93,1%)	8 (4,9%)	116 (100%)	43,347	0,522
	Keep	52 (100%)	0 (0,0%)	52 (100%)		
Rsquare = 0.044						

Based on table 3, it can be seen that the high level of cadre workload has good performance as many as 108 people (93.1%). The results of the determination analysis showed that 0.044 or 8.9% which means the contribution of the influence of cadre competence was 8.9% while the remaining 91.1% was influenced by other variables outside the study. Based on the results of the hypothesis test of the cadre competency variable, it showed a significant influence with a p-value of 0.522 (>0.05) so that it can be concluded that there is no effect of workload on the performance of FAT cadres in reducing the risk of stunting in the Buleleng District Area.

The Effect of Compensation on the Performance of FAT Cadres in Reducing the Risk of Stunting in the Buleleng District Area

Table 4. Overview of cadre compensation for the performance of FAT cadres

Variable		Cadre Performance		Total	<i>F count</i>	<i>P value</i>
		Good	Enough			
Cadre Compensation	Good	42 (100%)	0 (0,0%)	42 (100%)	43,347	0,828
	Enough	118 (94,4%)	8 (5,6%)	125 (100%)		
Rsquare = 0.053						

Based on table 4, it can be seen that the compensation level is enough to have as good performance as 118 people (94.4%). The results of the determination analysis showed that 0.053 or 7.9% which means the contribution of the influence of cadre competence was 7.9% while the remaining 93.1% was influenced by other variables outside the study. Based on the results of the hypothesis test of the cadre competency variable, it showed a significant influence with a p-value of 0.828 (>0.05) so that it can be concluded that there is no effect of compensation on the performance of FAT cadres in reducing the risk of stunting in the Buleleng District.

DISCUSSION

The Effect of Competence on the Performance of FAT Cadres in Reducing the Risk of Stunting in the Buleleng District Area

The results of the study show that competence has a positive effect on the performance of FAT cadres, respondents with high competence about the main tasks and functions of FAT cadres will do data collection and mentoring work well, doing their work does not have to be driven by the leadership but on their understanding in carrying out their duties. The implications of these competencies have an impact on the performance of FAT cadres obtained in a very high category, meaning that many respondents are doing their jobs as FAT cadres well due to the high competency factor of FAT cadres.

Human resources have a major role in every organizational activity. Even though it is supported by facilities and infrastructure as well as excessive sources of funds, but without the support of reliable human resources, organizational activities will not be completed properly. This shows that the quality of human resources is the main key that must be considered with all their needs. As the main key, human resources will determine the success of the implementation of organizational activities. (Supriyani, Hardati, & Trianti, 2023) (Heriyanti and Jannah, 2022).

The performance of FAT cadres can be improved if the competence of existing human resources can be improved. In this case, performance can be improved by paying attention to each indicator of human resource competence such as knowledge, attitude and skills. By paying attention to this, it will produce cadres who can maximize performance in each task and responsibility given. (Laili, Putri, & Rizki, 2022).

The results of this study are supported by research by cadre competencies that affect the performance of health cadres in carrying out their roles and functions as cadres. According to , the competence possessed by health cadres has a positive effect on the performance of health cadres in weighing toddlers. Cadres have good competence, because of their abilities and characteristics, in the form of knowledge, skills, and behavioral attitudes required for their duties, so that they can carry out their duties professionally, effectively and efficiently. (Dhani & Surya, 2023; Kristiyanto, 2023) Sudarman et al., (2023).

This result is also supported by the results of research from that through the competency guidance of FAT cadres has proven to be very effective in improving the performance of FAT cadres in the field in recording and collecting data. This is because increasing competence will increase the knowledge of FAT cadres. The guidance provided is in the form of effective and efficient survey and recording methods and guidance for families with toddlers at risk of stunting. (Laili, Putri and Rizki, 2022).

Research also proves that good competence can significantly affect the performance of FAT cadres. The competence of FAT cadres is the ability needed to carry out or carry out recording and mentoring to families based on knowledge, skills and work attitudes. Good competence will make the performance of cadres more optimal in carrying out their duties. (Damayanti et al., 2023).

Based on the researcher's assumption that competence is the most influential factor on performance. This shows that the competence of FAT cadres who are good in carrying out their duties as family companions and recording stunting risks can carry out their duties effectively and efficiently so that they do not cause a heavy workload. Competence is a factor that FAT cadres must have to be able to work effectively and efficiently.

The Effect of Workload on the Performance of FAT Cadres in Reducing the Risk of Stunting in the Buleleng District Area

The results of this study show that there is no effect of workload on cadre performance. Health cadres are voluntary and responsible for the local community. This allows cadres to have the perception that being a cadre is a noble task so that most of the cadres who are respondents in carrying out their duties are not used as a burden that can affect the performance of FAT cadres.

Based on the results of the research, the workload of FAT cadres is in the medium to low category. These results show that the workload has no influence on cadre performance. This shows that some FAT cadres do their duties voluntarily so that they do not cause a workload. If you look at the results of the analysis of the long time working as a FATcadres, most of the respondents have been cadres for 2-3 years, 139 (83.8%). So that the workload as a cadre is considered a common thing to do and already knows what to do when recording and mentoring. (Supriyani et al., 2023).

The results of this study are supported by research that the longer people work with constant primary tasks, the less burdensome feelings they will cause. This is because a person has memorized his job duties and already knows how to get around the job so that it can be lighter. When compared to someone who has just worked a little work, it may already feel burdensome, such a condition because the person has not been able to adapt and does not know how to get around his job. (Rahayuningsih, Mardiyah, & Rijanto, 2023).

This research is also in line with the results of the FAT cadre empowerment program which was carried out by stating that if the competence of FAT cadres is good, the perceived workload will decrease. This is because competence makes cadres already know how to survey and record effectively and efficiently. In addition, the competence possessed by TPK cadres is also very useful when providing assistance, in this case the competence makes the cadre workload lighter and mentoring activities are easy to do. Heriyanti and Jannah, (2022).

Usman et al., (2023) said that the workload can not only be measured through the number of jobs or tasks obtained, but if FAT cadres have been equipped with good competencies and skills, they will not feel burdened with the tasks and responsibilities given. According to the workload of FAT cadres, it is not as heavy as thought. The regional BKKBN has been very aggressive in conducting counseling aimed at improving the skills and knowledge of cadres, this is expected to be able to reduce the perception of cadres towards the workload. Maghfira, Joesyiana and Harahap, (2023).

Based on the researcher's assumption, the workload does not have a significant effect on the performance of FAT cadres because it is influenced by the competence of cadres who are already good. Good cadre competence will help cadres in carrying out their duties effectively and efficiently so that cadres do not feel burdened with the workload given. From these results, it can be concluded that the workload cannot directly affect performance because it is influenced by the competence of good cadres.

The Effect of Compensation on the Performance of FAT Cadres in Reducing the Risk of Stunting in the Buleleng District Area.

The results of this study stated that compensation had no effect on the performance of FAT cadres. From the results of the research, it was revealed that the tasks of FAT cadres have been programmed to carry out data collection and mentoring only. FAT cadres on duty do not have a special schedule to carry out their duties so they consider the compensation given to be in accordance with what they are doing. (Rosanti & Marlius, 2023).

Based on the results of the study, it shows that compensation has a negative value on the performance of FAT cadres, which means that there is no significant influence on the performance of cadres. This result is supported by the results of a characteristic analysis based on the income level of the respondents that the average income owned by cadres in Buleleng Regency has met the regional Regional Minimum Wage (RMW) so that the respondents feel satisfied with what they get from the results of their main work rather than the compensation of cadres.

The results of this study are supported by the fact that cadres with a high level of income from their main job are more likely not to have problems with the compensation they get when they become cadres. This is due to the basis of cadre service to the community. By becoming a cadre, a person can serve to participate in running government programs in handling stunting cases in the area where they live. (Fauzi et al., 2023).

Compensation according to includes direct cash, indirect payments in the form of employee benefits, and incentives to motivate cadres to work hard to achieve high productivity stated that in developing and implementing the compensation/reward system, the interests of the organization and the interests of the cadres absolutely need to be taken into account. It mentions several objectives of effective compensation management, namely to

obtain quality human resources, retain existing employees, ensure fairness, reward desired behavior, control costs, and follow the rule of law. (Hidayat & Mumpuningtias, 2018) Hidayat and Mumpuningtias, (2018) Maghfira, England Joesyiana and Ha, (2023).

Based on the results of the study, it is stated that the compensation received by TPK cadres is relatively small, but based on the results of the research, it is not a factor that can directly affect performance. This is because the competencies possessed by cadres are very helpful for cadres in performing their duties effectively and efficiently. This result is also in line with the study stating that compensation does not directly affect performance, as there are several factors that result in compensation having the opportunity to become a problem with performance. The factors in question are, policy, certainty of tasks, competence and a definite workflow. On the other hand, the confounding variable that may affect the results is the motivation and discipline of the cadre itself. Kader, (2022) Sari and Rahyanti, (2022).

Compensation can affect performance in this study can be disputed because based on direct review of researchers in the field, it is interesting why compensation does not directly affect cadre performance. This is evidenced by the results of a survey through BKKBN secondary data which shows that around 82% of cadres have great enthusiasm, motivation and dedication of cadres in carrying out their duties. The results of this survey were obtained from the data from the attendance test of cadres when participating in every activity carried out in an effort to improve the skills and competencies of FAT cadres in the community (BKKBN, 2023).

Based on the assumption of the researcher, compensation does not have a significant effect on the performance of cadres because it is influenced by good competence so that cadres do not feel burdened with their duties and responsibilities. From these results, it can be concluded that compensation may affect performance if the cadre has less competence so that he feels burdened with the existing workload.

CONCLUSION

This study found that the competence of the Family Assistance Team (FAT) cadres had a significant influence on their performance in efforts to reduce the risk of stunting in Buleleng District. Workload and compensation, while challenging, have not been shown to have a significant effect on performance. Improving competence through proper training is the key to optimizing the role of FAT cadres. Additionally, paying attention to workload management and increasing compensation can help maintain cadre motivation and long-term performance.

CONFLICTS OF INTEREST

Not conflict of interest in this research.

REFERENCES

- Damayanti, F. N., Astuti, R., Istiana, S., Kusumawati, E., & Janah, A. (2023). Training to Improve the Skills of Family Planning Cadres of the Family Assistance Team (TPK) in Overcoming Stunting in Tegal City. *Journal of Surya Masyarakat* 5(2), 256–260.
- Dhani, N., & Surya, I. B. K. (2023). THE EFFECT OF MOTIVATION, COMPENSATION AND WORK ENVIRONMENT ON EMPLOYEE JOB SATISFACTION (A STUDY ON PT BALI BUSANA KREASI IN BADUNG REGENCY). *E-Journal of Management of Udayana University*, 12(6).
- Fauzi, A., Hutajulu, L., Rijal, M., Moses, H., Samuel, I., & Sidik, M. (2023). Analysis of the Influence of Job Satisfaction, Workload, and Work Environment on Employee

- Performance (Literature Review of Business Research Methodology). *Journal of Multidisciplinary Sciences*, 1(4), 874–885.
- Heriyanti, N. A., & Jannah, M. (2022a). Assistance and education on marriage age readiness for childcare to the Family Assistance Team (TPK) and parents in Cinangka Village, Bungursari District, Purwakarta Regency. *Disseminated: Journal of Community Service*, 4(2), 185–192. <https://doi.org/10.33830/diseminasiabdimas.v4i2.3049>
- Heriyanti, N. A., & Jannah, M. (2022b). ASSISTANCE AND EDUCATION ON MARRIAGE AGE READINESS FOR CHILDCARE TO THE FAMILY ASSISTANCE TEAM (TPK) AND PARENTS IN CINANGKA VILLAGE, BUNGURSARI DISTRICT, PURWAKARTA REGENCY. *Dissemination: Journal of Community Service*, 4(2), 185–192.
- Hidayat, S., & Mumpuningtias, E. D. (2018). Family assistance and care for people with mental disorders are free of pasung. *JAPI (Journal of Access to Indonesia Service)*, 3(2), 65.
- Cadre, T. P. K. (2022). Creation of Stunting Prevention Socialization Content for TPK Cadres of Simpang District using the Canva Application. *Journal of Community Service (Abdira) Vol*, 2(3).
- Kristiyanto, T. (2023). *The Influence of Workload, Job Insecurity and Leadership Style on Turnover Intention*. Putra Bangsa University.
- Laili, U., Putri, E. B. P., & Rizki, L. K. (2022). THE ROLE OF FAMILY COMPANIONS IN REDUCING STUNTING. *Indonesia Nutrition Media*, 17.
- Maghfira, A., Joesyiana, K., & Harahap, A. R. (2023). The Effect of Workload and Occupational Health Safety (K3) on Employee Performance of PT. Hokkan Deltapack Industri Kampar Branch. *Journal of Tax and Business*, 4(1), 13–19.
- Rahayuningsih, S., Mardiyah, A. A., & Rijanto, A. (2023). Improving teacher competence and building a culture of sustainable learning through the formation of learning communities. *AMMA: Journal of Community Service*, 2(8: September), 934–940.
- RISKESDAS. (2020). Results of Basic Health Research in 2018. *Ministry of Health of the Republic of Indonesia*, 53(9), 1689–1699.
- Rosanti, I. A., & Marlius, D. (2023). The Influence of Work Systems, Compensation and Welfare on the Performance of Outsourcing Workers at Bank BNI Padang City. *Journal of Management Science Publications*, 2(2), 152–168.
- Sari, N. A. M. E., & Rahyanti, N. M. S. (2022). Optimization of the Family Assistance Team (TPK) in an effort to prevent stunting. *Muhammadiyah Journal of Nursing*, 7(4).
- Sudarman, S., Prasetyo, J., Solehah, E. L., Asfar, A., & Ervianti, Y. (2023). Optimizing the Role of Health Cadres in Improving Health Services for Toddlers at Posyandu. *CARADDE: Journal of Community Service*, 6(1), 61–67.
- Supriyani, N. S., Hardati, R. N., & Trianti, K. (2023). *The Effect of Workload, Compensation and Competence on Employee Performance*. 14(1), 104–111.
- Usman, M., Nuvida, R. A. F., Muhammad, R., & Arif, M. A. (2023). THE CAPACITY OF TPK (FAMILY ASSISTANCE TEAM) HAS A GENDER PERSPECTIVE IN INCREASING FAMILY RESILIENCE IN ENREKANG REGENCY. *Proceedings of the National Conference on Sociology (PKNS)*, 1(2), 164–170.