

ABSTRAK

Salsa Azhari Wiharja. 2025. “**Identifikasi Kebutuhan Belajar Kader Dalam Memperkuat Kinerja Kader Posyandu**”. Jurusan Pendidikan Masyarakat, Fakultas Keguruan dan Ilmu Pendidikan, Universitas Siliwangi, Tasikmalaya.

Penelitian ini dilatar belakangi oleh belum meratanya kompetensi kader Posyandu dalam melaksanakan pelayanan, terutama pada aspek administrasi, pencatatan dan interpretasi Kartu Menuju Sehat (KMS), standarisasi sistem lima meja, penyuluhan kesehatan, serta komunikasi berbasis data. Kondisi tersebut menunjukkan perlunya identifikasi kebutuhan belajar kader agar penguatan kinerja Posyandu tidak dilakukan secara umum, tetapi berbasis kebutuhan nyata di lapangan. Penelitian ini bertujuan untuk mengidentifikasi kebutuhan belajar kader melalui analisis kesenjangan kompetensi, klasifikasi kebutuhan belajar, dan penentuan prioritas intervensi penguatan kinerja Posyandu Kartini Kampung Ciroyom, Kelurahan Nagarasari, Kecamatan Cipedes. Penelitian ini menggunakan pendekatan kualitatif dengan metode studi kasus dan jenis penelitian deskriptif. Teknik penentuan informan menggunakan purposive sampling, dengan informan terdiri atas bidan atau tenaga kesehatan, ketua kader, dan anggota kader Posyandu. Teknik pengumpulan data dilakukan melalui observasi, wawancara, dan dokumentasi. Hasil penelitian menunjukkan bahwa kader telah memiliki kemampuan dasar dalam pendaftaran, penimbangan, pengukuran, komunikasi sosial, dan kerja sama. Namun, masih terdapat kesenjangan pada pencatatan, validasi, dan interpretasi KMS, administrasi sistem lima meja, standarisasi pencatatan hasil pengukuran, pembaruan materi penyuluhan, serta komunikasi kesehatan. Kebutuhan belajar kader diklasifikasikan ke dalam *felt needs*, *observed needs*, dan *normative needs*. Prioritas intervensi meliputi pelatihan KMS, administrasi lima meja, standarisasi antropometri, penyuluhan gizi dan stunting, komunikasi kesehatan, serta supervisi berkelanjutan. Simpulan dari Penelitian ini bahwa penguatan kinerja Posyandu perlu dilakukan melalui pelatihan terstruktur, pendampingan praktik, dukungan sarana, insentif, dan pembinaan kelembagaan yang berkelanjutan.

Kata kunci: Identifikasi kebutuhan belajar, Kader Posyandu, Kesenjangan Kompetensi, Kinerja Posyandu

ABSTRACT

Salsa Azhari Wiharja. 2025. ***“Identification of Cadre Learning Needs in Strengthening the Performance of Posyandu Cadres”***. Department of Community Education, Faculty of Teacher Training and Education, Siliwangi University, Tasikmalaya.

This study was motivated by the uneven competence of Posyandu cadres in delivering services, particularly in administration, recording and interpreting the Child Growth Chart/Kartu Menuju Sehat (KMS), standardizing the five-desk service system, providing health education, and conducting data-based communication. This condition indicates the need to identify cadres' learning needs so that efforts to strengthen Posyandu performance are not carried out in a general manner, but are based on actual needs in the field. This study aims to identify cadres' learning needs through competency gap analysis, classification of learning needs, and determination of intervention priorities to strengthen the performance of Posyandu Kartini in Kampung Ciroyom, Nagarasari Subdistrict, Cipedes District. This research employed a qualitative approach using a case study method and a descriptive research design. Informants were selected through purposive sampling, consisting of a midwife or health worker, the head of Posyandu cadres, and Posyandu cadre members. Data were collected through observation, interviews, and documentation. The findings show that cadres already possess basic competencies in registration, weighing, measuring, social communication, and teamwork. However, competency gaps remain in recording, validating, and interpreting KMS data, administering the five-desk system, standardizing anthropometric recording, updating health education materials, and strengthening health communication. Cadres' learning needs were classified into felt needs, observed needs, and normative needs. The priority interventions include KMS training, five-desk administration training, anthropometric standardization, nutrition and stunting education, health communication training, and continuous supervision. This study concludes that strengthening Posyandu performance requires structured training, practical mentoring, facility support, incentives, and sustainable institutional development.

Keywords:, Cadres, Competency Gap, Learning Needs Identification, Posyandu Performance