

Village health post (Ponkesdes) development into community nursing center-based Health Promotion Model, nursing center, and behavioral performance

Miftahul Munir¹, Nursalam², Rika Subarniati Triyoga¹

¹School of Public Health, Airlangga University, Surabaya, Jawa Timur, Indonesia.

²School of Nursing, Airlangga University, Surabaya, Jawa Timur, Indonesia.

Correspondence to: Miftahul Munir, E-mail: bahranmifanda@yahoo.co.id

Received September 7, 2015. Accepted October 1, 2015

Abstract

Background: The vision of development in East Java is to realize a prosperous society and morals. To improve public health as one of the measures to achieve this vision will require proximity access and quality improvement of health services in the community. Health cottage village (Ponkesdes) is a basic health service located in the village or villages that are part of the development of village midwife (Polindes).

Objective: To develop into a community nursing center Ponkesdes-based Health Promotion Model theory, nursing center, and performance behavior nurse.

Materials and Methods: The study design was an observational analytic consisting of two phases, namely the implementation of the exploratory and descriptive exploration cause and effect. The population used in this study were nurse Ponkesdes Tuban district that fit inclusion criteria as much as 20, with a sample of 20 respondents were determined using simple techniques saturated. The independent variable in this study is nursing center, and health promotion and behavior model performance dependent variables are commitment and the action plan Ponkesdes duty nurse. Data were collected applying questionnaires, and data results focused discussion. Studies were analyzed using partial least-squares method.

Result: This study showed a significant effect on nursing center nurse commitment Ponkesdes ($t = 3.197$). Health Promotion Model showed a significant effect on the commitment of nurses Ponkesdes ($t = 2.185$). Commitment nurses significantly influence nurses task Ponkesdes ($t = 29.546$).

Conclusion: Model development of community nursing center Ponkesdes is very relevant to be applied to programs that can improve the health and can be a solution for institutions of public health services.

KEY WORDS: Ponkesdes, Community nursing center, Performance

Introduction

Vision of development in East Java is to realize a prosperous society and morals. To improve public health as one of the

measures to achieve this vision will require proximity access and quality improvement of health services in the community. East Java Provincial Government has run Ponkesdes since 2010 aiming to bring health services to the community. They hope the public will more easily gain access to health care. One of the main elements in the welfare of society is a healthy society. However, in its application, there are still many problems.

Results of the evaluation of the District Health Office Tuban in 2013 show that program Ponkesdes experienced several technical constraints: only 10% achievement in reaching target of 20 families assisted per year, the inability of Ponkesdes officers in recruiting instrument cohort, unavailability of standard care to patients, and lack of understanding among public about the Ponkesdes function. Nontechnical constraints include

Access this article online	
Website: http://www.ijmsph.com	Quick Response Code:
DOI: 10.5455/ijmsph.2016.07092015119	

International Journal of Medical Science and Public Health Online 2016. © 2016 Miftahul Munir. This is an Open Access article distributed under the terms of the Creative Commons Attribution 4.0 International License (<http://creativecommons.org/licenses/by/4.0/>), allowing third parties to copy and redistribute the material in any medium or format and to remix, transform, and build upon the material for any purpose, even commercially, provided the original work is properly cited and states its license.

inadequate infrastructure, unavailability of the operational budget Ponkesdes, and the standard salary Ponkesdes officer to be still under the Minimum Wages District (UMK) in 2013.

Huge efforts need to be put to improve the health services and the quality of nurses in Ponkesdes. A scientific study would require a concept or a model that can be applied to solve the existing problems. In this case, the author tries to apply the concept of community nursing center-based nursing centers, Health Promotion Model (HPM), and behavioral performance. The concept of nursing centers includes involvement of community, educational institutions, caring nurses, and professional organizations. The concept of HPM is how individuals are able to make health-care decisions for themselves in the context of nursing, especially, in decision-making and action needed by individuals in disease prevention. The components of HPM include interpersonal influences, situational influences, self-efficacy, related activities, perceived benefits of action, and the obstacles in the act.

While the concept of Performance Behaviors, where the performance contains two major components, the first is the organization, individuals have the ability to identify levels of performance, both productivity that competence must be interpreted as an act or activity which is appropriate to achieve the work. Determination of performance is necessary for an institution or individual to determine whether they have been successful in achieving its objectives. In theory, the behavior

and performance organization focused on factors that include Ponkesdes organizational structure, financing Ponkesdes, and details of the task.

Materials and Methods

This was an observational analytic consisting of two phases, namely the implementation of the exploratory and descriptive exploration cause and effect. The population used in this study were nurses Ponkesdes Tuban district that fit inclusion criteria as much as 20, with a sample of 20 respondents were determined using simple techniques saturated. The independent variable in this study is nursing center, and HPM and behavioral performance dependent variables are commitment and the action plan Ponkesdes duty nurse. Data were collected using questionnaires, and data results focused discussion. Studies were analyzed using partial least-squares method. The research procedure used in this study is described in Figure 1.

Result

Nursing center analysis showed a significant effect on the commitment of nurses Ponkesdes ($t = 3.197$). HPM showed a significant effect on the commitment of nurses Ponkesdes

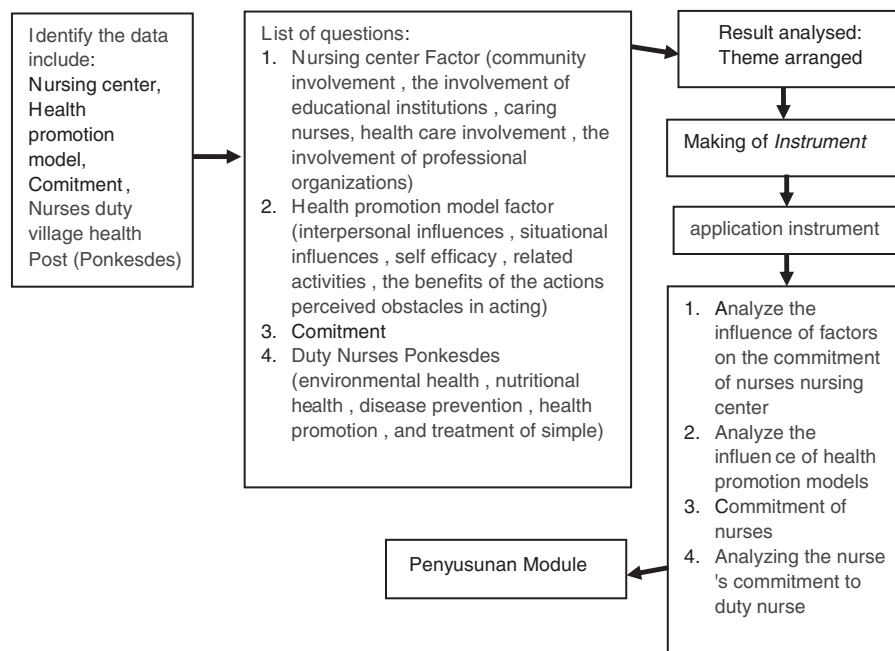
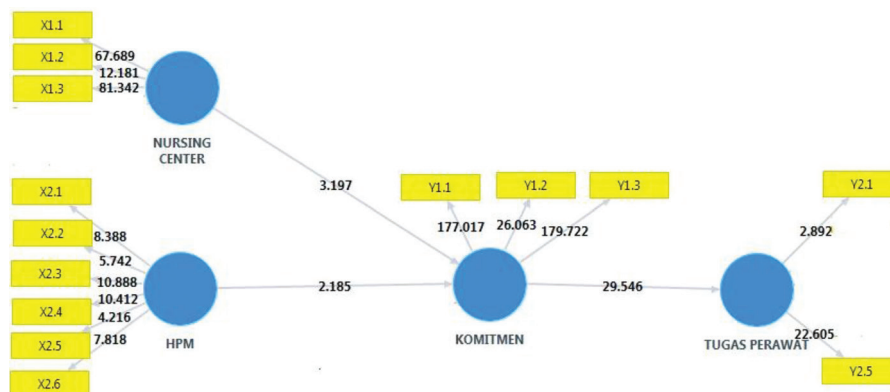


Figure 1: Procedure Ponkesdes into nursing research development center, the first step begins with identifying factors that include factors terkait nursing center with indicators (community involvement, the involvement of educational institutions, caring nurses, health-care involvement, the involvement of professional organizations), Health Promotion Model (interpersonal influences, situational influences, self-efficacy, related activities, the benefits of the actions perceived obstacles in acting), commitment and duty nurse. Hasil identification analyzed to create the instrument, the instrument was applied to the nurse to analyze the influence of each other. Results of the analysis instrument is used to create a "model community nursing center Indonesia."

Table 1: Coefficient parameter path to construct latent effects of direct and indirect influence between variables

Direct and indirect influence between endogenous and exogenous variables	Path coefficient parameter	Sample mean (M)	Standard error	\hat{a}
Effect of nursing center on commitment	0.801	0.876	0.250	3.197
Effect of Health Promotion Model on commitment	-0.147	-0.150	0.067	2.185
Influence of commitment on duty nurse Ponkesdes	0.877	0.904	0.030	29.546

**Figure 2:** Model development Ponkesdes be a community nursing center based on pathway analysis.

($t = 2.185$). Commitment nurses significantly influence nurses task Ponkesdes ($t = 29.546$) (Table 1).

Ponkesdes development model into community nursing center-based nursing centers and HPM and behavioral performance according to the results of modeling are described in Figure 2.

Discussion

Effect of Nursing Center on Commitment of Nurses Ponkesdes

The nursing centers (community involvement, educational institutions, caring nurses, health-care involvement, and the involvement of professional organizations) affect the commitment of nurses Ponkesdes T -statistic to the value of 3.197 (T count > 1.96).

The results showed that the majority of respondent factors nursing center is still lacking, it is proved that each subvariables nursing centers are in the position of the category of less, but for the involvement of most of the health services in both categories. While the results of the factor analysis nursing center (community involvement, educational institutions, caring nurses, health-care involvement, and the involvement of professional organizations) affect the commitment of nurses Ponkesdes.

Results were in accordance with the explanation Suharyati that the nursing center is integrated in the service management, education, and nursing research through the empowerment of all the existing potential optimally. The nursing center has always strived to regard nursing as a unified whole, so that the nursing center has certain characteristics.^[16]

Community Nursing Center (CNC) serves as a liaison on the first level among members of vulnerable populations and also provides the health-care system as close as possible to the public.^[9] It sets guidelines for providing care by organizations, which provide services to improve the health status of individuals, families, and communities through direct access to nursing.^[9]

Coherence in the planning and implementation, and evaluation of educational programs, services, and research or development keparawatan. The integration of management in education, care, and nursing research is needed to achieve synergy in each step of management. With the management integration will occur empowerment of all the existing potential optimally. It requires an awareness, openness, and togetherness in the face of task implementation services, education, and research are seen as a shared responsibility. To be able to optimize all the potential, it needs personal perception of the entire nursing community involved against both external and internal nursing community. Internally, nursing perception can be obtained via the scientific community to build community nursing, where all members of the profession united in developing the community nursing both in theory and in practice. Externally, the common perception is also absolutely necessary from all stakeholders associated with all public health efforts through collaboration with various sectors.^[16]

Community empowerment in the health sector is the main target of health promotion. According to the WHO, there are three main strategies to achieve the vision and mission of effective health promotion, through advocacy, social support, and community empowerment. Community empowerment in the health sector cannot be separated from the actual empowerment of society in general, where empowerment is

generally an attempt or process to raise awareness, willingness, overcome, nurture, protect, and improve the welfare of their own.

Effect of Health Promotion Model on the Commitment of Nurses Ponkesdes

Table 1 shows the influence of HPM (interpersonal influences, situational influences, self-efficacy, related activities, the perceived benefits of action and to act perceived inhibitors) against nurses Ponkesdes commitment on the value of the *T*-statistic of 2.185 (*T* count > 1.96).

The results showed that the majority of the HPM of respondents in the medium category, it is proved that each subvariables HPM in the subvariables related activities, the perceived benefits and barriers in the act low category. As for the influence of interpersonal and situational influences are positioned higher category.

Results of factor analysis explain that HPM (perceived benefits of action, perceived obstacle to action, self-efficacy, related activity, interpersonal influence, and the influence of situational) has significant effect on the commitment of nurse Ponkesdes. Variables (perceived benefits of action, perceived obstacle to action, self-efficacy, related activity, interpersonal influence, and situational influence) have a strong influence on commitment. According to Bandura,^[1] a person's ability to organize and carry out major actions concern not only the skills of a person but also the decision taken by someone of skill possessed.

HPM variable factors perceived benefits of action, perceived obstacle to action, self-efficacy and related activities, according to Pender *et al.*^[12] outlines that interest is a source of motivation that drives a person to do what he or she wants to do when free to choose. When someone considers that something would be beneficial, then it would be interested in, then it will bring satisfaction. When satisfaction is decreased, the interest will also decrease. So that the interest is not permanent, but temporary interest or can be fickle.^[12] The same thing was also stated by Prawirosentono^[13] that an activity will be performed or not is dependent at all by the interest of someone for the event, here appears that interest is a powerful motivator to perform an activity. Samsudin^[15] defines the interest is strong concern, commitment and control of in-depth individual to diligently perform an activity. From the above theories it can be deduced that interest is an intrinsic motivation as a force learning the driving force someone in an activity with great diligence and tend to settle, where such activity is a process of learning experiences made with full awareness and bring a sense of excitement, love, and joy.^[15]

Adequate knowledge of perkesmas, their interests and desires, but support budget for operational costs, infrastructure and less wages not even exist, would be a major barrier to the stalled perkesmas. Troubleshooting is also appropriate recommendations of the FGD at the fourth point is the

commitment to the plan of action is still low in the discharge perkesmas with the recommendation: Increase the facilities and infrastructure that support the obligations and activities Ponkesdes, make suggestions salary increase nurses Ponkesdes of professional organizations PPNI, because of the gap salaries among nurses and midwives polindes, hoping if salary meet the standard could still be set aside for the activities of the home or home care visits, and scheduling of activities that balance between promotive, preventive, and curative.

Interpersonal influences affecting the nurse's commitment can be seen from the factors that influence the success of the performance of nurses is communication. Pender *et al.*^[12] also states that the working partner community nurse is the patient himself, colleagues, and the environment in which nurses do home care. All patients are basically always expect a corresponding optimal service they expect even more than what they expect.^[12] This interpersonal communication process if the implementation does not conform to the ways of doing that then the resulting communication is a response to rejection or dissatisfaction of the patient of what they feel when getting services. Results of this study can be concluded that the nurse Ponkesdes still require additional provisioning, especially in terms of communication, whether in the form of seminars, training and workshops. Deepening the science of this communication should be directed to social communication as approach with religious leaders, community leaders, and other health team.

Effect of Nurses on Duty Nurse Commitment Ponkesdes

Table 1 shows the influence of nurses on duty nurse commitment Ponkesdes (environmental health, nutritional health, disease prevention, health promotion, and simple treatment) with the value of the *T*-statistic of 29.546 (*T* count > 1.96).

The results showed that the majority of nurse commitment Ponkesdes in Tuban felt good, which proves that each subvariable commitment to be positioned in either category. Similarly, task Ponkesdes nurse at Tuban majority felt good, which proves that each subvariable duty nurse Ponkesdes be positioned in either category. Results of the analysis explain the influence of the nurse's commitment on the role of nurses Ponkesdes.

Results were in accordance with the opinion of Trisnarningsih, which outlines that interest is a source of motivation that drives someone to do what he or she wants to do when free to choose. When someone considers that something would be beneficial, then it would be interested in, then it will bring satisfaction. When satisfaction decreases, the interest will also decrease.^[17] So that the interest is not permanent, but temporary interest or can be fickle. Interests among nurse Ponkesdes since the beginning was very high for the service in the health sector in East Java, but once again the nurse salary factors trigger the fall of the interest of nurses to serve in the end the commitment will decline as well. This condition is consistent with the theory presented by Trisnarningsih.^[17]

Intentions, the words of the Prophet Muhammad: "Inasmuch deeds that (subject) with the intention." And everyone will get results according to intention does. Intention is a behavior that emerged in response terhadap object. Intention is also the interest of behaving that emerged in response to the object. Intention is also an interest in re behave that shows the desire of individuals to perform the behavior. Ponkesdes nurse intention to do perkesmas actually there, because this perkesmas activity is one of the main tasks of nurses in the community. So with more and intend to do perkesmas will mean more commitment to implement.

Prawirosentono explains that an employee's performance will be good, if the employee has a high skill, willingness to work, the reward/decent wages, and have hope for the future. Theoretically, there are three groups of variables that influence the work behavior and performance of individuals, namely individual variables, organizational variables, and psychological variables. Group individual variables consist of variable abilities and skills, and personal and demographic backgrounds.^[13]

Gibson also states that the variable abilities and skills are the main factors that influence the behavior and performance of individual work. Demographic variables have an indirect influence.^[4] Kopelman explains the variable remuneration will affect the motivation variable, which in turn directly affects the performance of individuals.^[6] Research Robinson and Larsen to the employees of rural health workers in Colombia showed that the rewards have greater influence on employee performance compared with the group of employees who were not given.^[6] Mitchell in Timpe stated that the motivation is individual, in the sense that everyone is motivated by a variety of influences to varying levels.^[18] Improved performance of the individual in the organization nmenuntut managers to take an indirect approach, creating motivation through organizational atmosphere that encourages employees to be more productive. This atmosphere is created through the management of organizational factors in the form of reward system settings, structures, job design, and maintenance of communication through leadership practices that encourage mutual trust.

Overall explained that the individual commitments, which include high employee involvement makes someone unites himself with the work, investing time and energy to work and critical regard employment as a major part of his life.^[17] The stronger the commitment, the stronger the tendency sesrang to be directed in accordance with the standard action.^[17] The results showed that the majority of nurses commitment Ponkesdes in Tuban felt good, it is proved that each sub variable commitment to be positioned either category. Similarly, Task Ponkesdes nurse at Tuban majority felt good, it is proved that each subvariable duty nurse Ponkesdes be positioned either category. Results of the analysis explain the influence of the nurse's commitment on the role of nurses Ponkesdes.

Conclusion

Ponkesdes as health-care facilities still need to be developed. Nursing center shows a strong influence on commitment. Factor model of health promotion has an influence on commitment. Commitment has an influence on nursing duties. Ponkesdes development model into nursing center is the development of confirmation of the theory developed HPM and nursing center models by substituting reinforcing factors. Ponkesdes be a community development model is a very relevant nursing center applied to the public health service facilities.

Acknowledgment

We thank the team of researchers in Tuban, Indonesia. This article could not have happened without the work and dedication to developing innovative Ponkesdes as a community nursing center.

References

1. Bandura A. Social foundations of thought and action: A social cognitive theory. Englewood Cliffs, NJ: Prentice Hall, 1986.
2. Bandura A. Self-efficacy mechanism in physiological activation and health-promoting behavior. In: *Neurobiology of Learning, Emotion and Affect*, J. Madden. IV (Ed.), New York: Raven, 1991. pp. 229–70.
3. Gibson dan Ivancevich. Organisasi, Perilaku, Struktur, Alih Bahasa: Zuhad Ichyudin, Jakarta: Erlangga, 1996.
4. Gibson JL, Ivancevich JM, Donnelly JH, Konopaske R. *Organizations: Behavior, Structure, Process*, 11th edn. Boston: McGraw-Hill Irwin, 2003.
5. Gomes dan Faustino C. Manajemen Sumber Daya Manusia, Yogyakarta: Andi Offset, 2003.
6. Jones Pam. Buku Pintar Manajemen Kinerja, Alih Bahasa: Anthony RI. Jakarta: Metalexia Publishing & PT Qreator Tata Karakter, 2002.
7. Keban YT. Enam dimensi strategis administrasi publik, Konsep, Teori dan Isu, Jakarta: Gava Media; 2004.
8. Kopelman RE. *Managing Productivity in Organizations: A Practical, People-Oriented Perspective*. New York : McGraw-Hill Book Co, 1986.
9. Newman DM. A community nursing center for the health promotion of senior citizens based on the Neuman systems model. *Nurs Educ Perspect* 2005;26(4):221–3.
10. Notoadmojo S. *Metodologi Penelitian Kesehatan*, Jakarta: EGC, 2005.
11. Nursalam. *Konsep Dan Penerapan Metodologi Penelitian Ilmu Keperawatan*, Jakarta: Salemba Medika, 2003.
12. Pender NJ, Murdaugh CL, Parsons MA. *Health Promotion in Nursing Practice*, 6th edn. Michigan, USA: Upper Sadle River, NJ Pearson/Prentice-Hall, 2010.
13. Prawirosentono S. *Kebijakan Kinerja Karyawan*, Yogyakarta: BPFE, 1999.

14. Robbins SP. Perilaku Organisasi: Konsep, Kontroversi, Aplikasi, Alih Bahasa: Hadyana Pujaatmaka, Jakarta: PT. Prenhalindo, 1996.
15. Samsudin. Manajemen Sumber Daya Manusia, Bandung: Pustaka Setia, 2005.
16. Suharyati S. Konsep Nursing Center, Yogyakarta: UGM, 2007.
17. Trisnaningsih S. Pengaruh Komitmen terhadap Kepuasan Kerja Auditor: Motivasi sebagai Variabel Intervening (Studi Empiris pada Kantor Akuntan Publik di Jawa Timur), *Jurnal Riset Akuntansi Indonesia* 2004;6(2):199–216.
18. Wibowo. Manajemen Kinerja, Edisi Ketiga, Jakarta: PT. Raja Grafindo Persada; 2010.

How to cite this article: Munir M, Nursalam, Triyoga RS. Village health post (Ponkesdes) development into community nursing center-based Health Promotion Model, nursing center, and behavioral performance. *Int J Med Sci Public Health* 2016;5:292-297

Source of Support: Nil, **Conflict of Interest:** None declared.