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Investigating the Interplay of Information, Motivation, and Behavioral Skills in Shaping the Work Performance of the Stunting Reduction Acceleration Team in Karanganyar

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ABSTRACT

Introduction: Stunting is a significant issue both globally and nationally. In Karanganyar, an area with a high stunting risk, the performance of the stunting reduction acceleration team is crucial. The information, motivation, and behavioral skill (IMB) model can help explain improvements in individual performance. This study aims to examine the relationships between information, motivation, and behavioral skills and the work performance of the stunting reduction acceleration team in Karanganyar.
Methods: This quantitative research uses a cross-sectional design and includes 213 team members selected through simple random sampling in 2023. Data were analyzed using univariate, bivariate, and multivariate methods.
Results: The findings indicate that behavioral skills (p = 0.027) show significant positive correlations with work performance. However, there is no significant correlation between information (p = 0.646) and work performance, as does motivation (p = 0.757). The overall interaction model is not significant (p = 0.677).
Conclusion: In summary, behavioral skills alone show a positive relationship with performance, whereas information and motivation do not. Collectively, information, motivation, and behavioral skills do not significantly impact the performance of the stunting reduction acceleration team. To enhance team performance, it is essential to prioritize training that develops behavioral skills, alongside providing structured information and implementing motivational strategies, such as rewards and recognition, to sustain team engagement.

Keywords: performance; information; motivation; behavioral skill

INTRODUCTION

Stunting remains a global issue, including in Indonesia. The country ranks 4th globally and 2nd in Southeast Asia, making it a significant concern for various stakeholders[1]. As an illustration, the prevalence of stunting in Indonesia has fluctuated over the years. It increased from 2010-2013, then decreased from 2014-2018. According to the 2021 Indonesian Nutrition Status Survey (SSGI), the prevalence dropped by 3.3% to 24.4%, and further declined to 21.6% in 2022. In 2021, the Indonesian government classified Karanganyar District as one of the 100 high-risk areas for stunting. The district had a stunting prevalence of 28% in 2018, higher than the average of 25.7% among these high-risk districts[2].

Although the government and non-governmental organizations have launched various programs to reduce stunting, more innovative and comprehensive strategies are still needed. Other cities, such as Brebes, have implemented collaborative governance by integrating collaborative governance theory and the Penta Helix cooperation paradigm. This approach combines resources, revitalizes community empowerment, and enhances coordination and communication among stakeholders[3]. Several other studies mention that the performance of the stunting reduction acceleration team is a crucial factor in efforts to reduce stunting. Good performance will enhance the success of all community components in the stunting reduction efforts [4,5].

Tenure, competence, attitude, and transformational leadership have all been proven to have a significant relationship with the performance of the stunting reduction acceleration team[6]. One health promotion theory that can be employed to optimize the performance of healthcare workers is the Information, Motivation, Behavioral Skills (IMB) model. Additional research indicates that this model can enhance nurses' adherence to nursing documentation practices[7]. The IMB model-based intervention also significantly improved self-efficacy and hygiene practices among the primary caregivers of under-three indigenous children in Malaysia[8]. In prior research involving health workers, the model variables (such as exercise knowledge, perceived benefits, personal beliefs, barriers, organizational support, and self-efficacy) explained 23% of the variation in exercise practices. This finding suggests that the constructs of the IMB model are effective in predicting exercise recommendations among mental health professionals[9].

Unfortunately, information, motivation, and behavioral skills models are rarely applied to explain the work performance of stunting reduction acceleration teams. In addition, research on the work performance of the stunting reduction acceleration team in Karanganyar is limited. Therefore, this study aims to explore the relationship between information, motivation, and behavioral skills with the work performance of the stunting reduction acceleration team in Karanganyar in depth.

METHOD

This research is a quantitative study employing a cross-sectional approach. The sample consisted of 213 individuals who are members of the Stunting Reduction Acceleration Team in Karanganyar. A simple random sampling technique was used to select the participants.

In this study, researchers employed a Likert scale to assess participants' responses. Prior to its utilization, a series of validity and reliability assessments were conducted. Validity was determined using the product-moment correlation method, while reliability was assessed using Cronbach's alpha method. The collected data were analyzed with univariate analysis to describe each variable and bivariate analysis to explore the relationship between each independent variable—information, motivation, and behavioral skills—and the dependent variable, work performance, using the Chi-square test. After that, data were analyzed with multivariate analysis using Three-Way ANOVA. This type of ANOVA involves three independent variables and one dependent variable. It tests the effects of these three variables on the outcome and their interactions.

This study has been granted an ethical clearance certificate by the Health Research Ethics Commission at Dr. Moewardi General Hospital, under the number 483/III/HREC/2023.

RESULT

Based on the data analysis of the stunting reduction acceleration team in Karanganyar, it was observed that the majority of team members have a high school education, representing 48.8% of the total sample.

Table 2 displays the results of the bivariate analysis conducted using the Chi-Squared test. The results of the data analysis show that behavioral skills have a significant positive relationship with work

performance, as indicated by a p-value of 0.027. In contrast, the information variable is not significantly related to work performance of the stunting reduction acceleration team, with a p-value of 0.646. Similarly, the motivation variable also does not have a significant relationship with work performance, with a p-value of 0.757.

Table 1. Univariate Analysis

Variables	Mean (Min-Max)	f (%)
Education Level		
Completed Elementary School (SD)	-	14 (6.6)
Completed Junior High School (SMP, MTs, or equivalent)	-	63 (29.6)
Completed Senior High School (SMA/MA or equivalent)	-	104 (48.8)
Completed Associate Degree (D1/D3/D4 in Midwifery Academy)	-	20 (9.4)
Completed Higher Education (University)		12 (5.6)
Information	38.54 (17-45)	-
Motivation	24.79 (11-30)	-
Behavioral Skill	24.74 (10-30)	-
Work Performance	10.37 (4-11)	-
Total		213 (100)

Table 2. Bivariate Analysis

Variables	Work Performance			p-value
	Poor	Good	Total	
	f (%)	f (%)	f (%)	
Information				
High	41 (35.65)	74 (64.35)	115 (100)	0.646
Low	32 (32.65)	66 (67.35)	98 (100)	
Motivation				
High	38 (33.33)	76 (66.67)	114 (100)	0.757
Low	35 (35.35)	64 (64.65)	99 (100)	
Behavioral Skills				
Good	59 (38.82)	93 (61.18)	152 (100)	0.027*
Bad	14 (22.95)	47 (77.05)	61 (100)	

Description: * (Significant)

Table 3 shows the results of the multivariate analysis using Three-Way ANOVA. The results indicate that there is no significant interaction among the three factors simultaneously, with a p-value of 0.677. Therefore, it can be concluded that information, motivation, and behavioral skill are not simultaneously related to the work performance of the stunting reduction acceleration team.

Table 3. Multivariate Analysis

Variables	F	p-value
Information, Motivation, Behavioral Skill Model	0.17	0.677

DISCUSSION

Relationship between Information and Work Performance

The results of the Chi-Squared test analysis indicate that the information variable does not show a significant connection to the work performance of the stunting reduction acceleration team, as

indicated by a p-value of 0.646. This is contrary to previous research that states that being informed significantly influences health-related behaviors, making it crucial for health promotion and disease prevention[10]. A study on university students found a strong positive link between knowledge and health-promoting behaviors, emphasizing that providing knowledge is essential for changing health perceptions and actions[11].

The differences in results between this study and others may be due to the presence of additional mediator variables, such as individual characteristics that could affect performance, such as self-efficacy. Self-efficacy acts as a mediator in the relationship between information variables and work performance[12]. A study on factors influencing health promotion behavior among shift workers found that receiving health-related education increased their self-efficacy[13]. Conversely, the risk of encountering inaccurate information about COVID-19 decreased nurses' self-efficacy[14]. Based on this, it can be concluded that enhancing self-efficacy within the stunting reduction acceleration team requires an increase in information. This can be achieved through training and by providing access to relevant information sources, such as current journals and research articles. Other studies have found that training significantly influences work performance. This suggests that improving employee training will enhance work performance, whereas inadequate training will lead to a decline in work performance[15].

Relationship between Motivation and Work Performance

The results of the Chi-Squared test analysis indicate that the motivation variable also does not show a significant association with work performance, as indicated by a p-value of 0.757. This is contrary to the common understanding that motivation serves as a crucial support factor within organizations, including health organizations, in both the public and private sectors. Empirical data indicate that motivation directly influences work performance[16], however, this study's results do not support that relationship.

Previous research indicates that work motivation is the drive that enhances employees' enthusiasm to achieve goals. Intrinsic motivation includes the desire to succeed, the value of the work itself, responsibility, and personal development. Extrinsic motivation encompasses factors such as policy, quality of supervision, interpersonal relations, salary, and recognition. Both types of motivation are crucial in influencing employee performance[17]. Organizations should determine what truly motivates their members and take the necessary actions to ensure that they remain motivated in fulfilling their responsibilities[18].

The differences between this study and others may be due to the impact of contextual factors such as work environment, leadership, and organizational climate, which can significantly influence the relationship between motivation and performance. When these factors are not accounted for, it can result in a lack of significant correlation between motivation and work performance[19].

Relationship between Behavioral Skills and Work Performance

The results of the Chi-Squared test analysis indicate that the behavioral skills variable show a significant association with work performance, as indicated by a p-value of 0.027. The meta-analysis results reveal a positive relationship between work engagement (vigor, dedication, and absorption) and work performance, which can be linked to the role of behavioral skills. Behavioral skills, such as adaptability, communication, time management, and teamwork, enable individuals to maintain energy (vigor), enhance commitment to goals (dedication), and sustain focus on tasks (absorption). Thus, behavioral skills serve as the foundation for effective work engagement, significantly contributing to improved work performance[20]. This underscores the importance of behavioral skill training for the stunting reduction acceleration team to enhance their performance and optimize the outcomes of stunting mitigation efforts.

Relationship between Information, Motivation, Behavioral Skill and Work Performance

Based on the result of this study, it can be concluded that information, motivation, and behavioral skill are not simultaneously related to the performance of the stunting reduction acceleration team. This finding is inconsistent with previous research, where the IMB model has been widely utilized to enhance health-related behaviors in patients across various contexts. For example, one study demonstrated that applying the IMB model significantly improved patients' adherence to treatment and medication regimens, particularly among individuals with cardiovascular disease. The model's focus on information, motivation, and behavioral skills has been shown to be effective in promoting long-term health behavior change, suggesting its broader applicability in improving patient outcomes[21]. From the perspective of the IMB model, successful health prevention interventions should focus on improving individuals' information, motivation, and behavioral skills to reinforce prevention efforts. Key moderator elements of the IMB model can also be identified and targeted to enhance the effectiveness of prevention measures and their positive outcomes[22].

Previous research has shown that long-term interventions, such as ongoing training sessions and consultation follow-ups, are more effective in enhancing behavioral skills and, consequently, work performance. This suggests that sustained efforts are necessary to achieve lasting improvements. A limitation of this study is that data was collected only once within the same time frame, which resulted in different findings compared to previous studies.

CONCLUSION

The study finds that information and motivation do not significantly affect work performance, while behavioral skills are positively linked to work performance. Accurate information enhances health-related behaviors and self-efficacy, as seen in university students and shift workers. Motivation, driven by intrinsic and extrinsic factors, is crucial for high performance in health organizations. To elucidate the relationship between these variables, additional research is required, incorporating both personal and contextual factors of the participants. Effective interventions should integrate access to information, motivation strategies, and continuous training to enhance work performance and preventive behaviors.

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CONFLICT OF INTEREST

There are no conflicts of interest in this study.

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