Stunting Reduction Policy Strategies and Their Implications for Human Capital Development: An Analytical Approach

M.Gunawan
Universitas Bandar Lampung, Indonesia
Agus Wahyudi
Universitas Bandar Lampung, Indonesia
aguswahyudi@ubl.ac.id
Hendri Dunan
Universitas Bandar Lampung, Indonesia
hendri.dunan@ubl.ac.id
Defrizal
Universitas Bandar Lampung, Indonesia
defrizal@ubl.ac.id
Corresponding Author:
hendri.dunan@ubl.ac.id

Article Info
Article History:
Published: March 30, 2026
Vol 01, Issue 01, 2026

Abstract
Stunting remains a critical public health issue that significantly affects human capital quality and long-term development outcomes. This study aims to analyze policy strategies for stunting reduction in order to improve the quality of human resources toward long-term development targets. This research employs a descriptive qualitative method using a policy analysis framework based on William N. Dunn, with data collected through in-depth interviews and document analysis. The findings indicate that existing policy strategies have not been fully effective, as evidenced by persistent challenges such as limited budget allocation, low public awareness of nutritional practices, and insufficient cross-sectoral collaboration. Although various interventions have been implemented, their impact remains suboptimal due to gaps in implementation capacity and coordination among stakeholders. Therefore, this study proposes several policy recommendations, including strengthening the role of nutrition-based small and medium enterprises (SMEs), enhancing inter-agency collaboration, and improving community-based nutrition education. The study contributes by offering an inclusive and collaborative policy perspective in addressing stunting as a multidimensional issue and highlights the importance of integrated and context-sensitive strategies to improve human capital quality in the long term.
Keywords
Strategy Analysis; Stunting; Human Resources.

1. Introduction

Stunting is a global health issue that significantly impacts the quality of human resources (Siregar et al., 2022). This condition is not only related to physical growth disorders but also affects cognitive development, productivity, and the

competitiveness of a nation. Various studies show that stunting during childhood contributes to the low quality of human resources in the future (Saleh et al., 2024). Based on Presidential Regulation Number 72 of 2021, stunting is caused by chronic nutritional deficiencies and recurrent infections in children. Therefore, reducing the prevalence of stunting has become a priority in Indonesia's national development agenda, with a target of reaching 14% by the year.

However, human development achievements in various regions still face various challenges as indicated by the low Human Development Index and relatively high poverty levels. These conditions result in a high prevalence of stunting, which remains above the national target. Moreover, there are still families at risk of stunting with a number of toddlers indicated to be experiencing stunting, which shows that this issue remains a priority in human resource development.

Various policies and programs for accelerating the reduction of stunting have been implemented thru specific and sensitive interventions involving various sectors. However, the implementation of these policies has not yet fully shown optimal results. This is caused by several obstacles, including budget constraints, low public awareness, lack of cross-sector collaboration, and suboptimal fulfillment of nutrition for early childhood. This condition indicates that the policy approach used is still sectoral and not yet optimally integrated.

Several previous studies have tended to focus on health or technical intervention aspects in addressing stunting (Bhutta et al., 2020; Huriah & Nurjannah, 2020; Mudadu Silva et al., 2023), while research analyzing policy strategies comprehensively with a cross-sectoral collaborative approach is still limited. Therefore, this study aims to analyze stunting reduction policy strategies in order to improve the quality of human resources toward long-term development goals. The novelty of this research lies in the use of a policy analysis approach that integrates inclusivity and cross-sector collaboration aspects as an effort to enhance the effectiveness of stunting reduction.

2. Literature Review

2.1 Policy Analysis

Policy analysis is a systematic process for understanding public issues, evaluating policy alternatives, and formulating evidence-based recommendations (Bullock et al., 2021). Hulst et al. (2025) state that policy analysis involves a critical study of political interventions thru a comprehensive assessment process. In line with this, Valle-Cruz et al. (2020) emphasize that policy analysis is an evaluative process that integrates facts and values in determining optimal policy choices. Thus, policy analysis not only serves as a tool for problem identification but also as a foundation for rational and effective public decision-making.

In this study, the approach used refers to the framework of William N. Dunn in Duri & Rahmah (2020) which includes problem formulation, future forecasting, policy recommendations, monitoring, and policy evaluation. This framework provides a comprehensive approach in analyzing stunting reduction policies,

thereby explaining the relationship between the policy process and its implementation outcomes. The use of this framework becomes relevant considering that stunting is a multidimensional issue that requires a systematic and integrated policy approach.

2.2 Policy Implementation Strategy

Policy implementation strategy is an important factor in determining the success of a policy (Yufendra et al., 2024). Edward states that policy implementation is influenced by four main variables, namely communication, resources, executor disposition, and bureaucratic structure (Sormin, 2021). These four variables indicate that the success of implementation is not only determined by the quality of the policy but also by the readiness of the organization and implementing actors to carry out the policy consistently and in a coordinated manner.

Various studies indicate that the implementation of stunting reduction policies still faces challenges in cross-sector coordination and program integration. Arieffiani & Ekowanti (2024), Astuti et al. (2025), Hamka & Ibrahim (2025) menemukan bahwa keterbatasan sumber daya dan lemahnya kolaborasi menjadi hambatan utama. Sementara itu, found that resource limitations and weak collaboration are the main obstacles. Meanwhile, Awewomom et al. (2024) demonstrate that a collaborative approach can enhance policy effectiveness. This emphasizes that policy implementation strategies must be adaptive, integrated, and involve various stakeholders.

2.3 Stunting

Stunting is a growth disorder in children caused by chronic malnutrition and repeated infections, which affects physical condition, cognitive development, and future productivity (Akbar et al., 2023; Rambe et al., 2023). Stunting has become an important indicator in health development because it is directly related to the quality of human resources. Therefore, reducing stunting has become a national priority in the effort to create a healthy and competitive generation.

Handling stunting is carried out thru specific and sensitive interventions that complement each other. Specific interventions focus on nutrition and health aspects, while sensitive interventions encompass environmental factors such as sanitation and healthy living behaviors (Abdullahi et al., 2021; Abuye et al., 2024). This indicates that stunting is a multidimensional issue that requires an integrated and sustainable policy approach.

2.4 Quality of Human Resources

The quality of human resources is a key factor in development because it relates to the individual's ability to contribute productively and competitively (Humaeni et al., 2025). Warganegara et al. (2021) state that human resources are a strategic asset that can enhance the efficiency and effectiveness of an organization. In the context of development, the quality of human resources is not only determined by education but also by the health conditions of the community from an early age.

Previous research shows that the improvement of human resource quality is closely related to social and health interventions. Alhamad et al. (2022) show that community empowerment programs can improve access to education and health, while, Risandini & Silvi (2021) emphasize the importance of strengthening human resources in facing the demographic bonus. Thus, stunting becomes one of the main hindering factors in improving the quality of human resources.

2.5 Long-Term Development as a Policy Orientation

Long-term regional development is a strategic direction aimed at creating a prosperous, advanced, and sustainable society as outlined in the Long-Term Regional Development Plan (RPJPD). One of the main indicators in that vision is the realization of globally competitive human resources. In this context, reducing stunting becomes an important part of supporting the achievement of long-term development goals, as it is directly related to the quality of health and the productive capacity of the community.

The correlation between the reduction of stunting and long-term development indicates that health policies play a strategic role in regional development. Efforts to accelerate the reduction of stunting not only aim to lower prevalence but also serve as a long-term investment in improving the quality of human resources. Therefore, stunting reduction policies need to be designed in an integrated, sustainable manner, and aligned with long-term development directions to significantly impact the enhancement of human resource quality.

2.6 Research Framework

Based on the theoretical study that has been outlined, this research uses the policy analysis approach of William N. Dunn in Duri & Rahmah (2020) to analyze the implementation of stunting reduction policies at the regional level. This conceptual framework integrates the stages of policy analysis, including problem formulation, future forecasting, policy recommendations, monitoring, and policy performance evaluation, which are linked to the empirical conditions of stunting policy implementation.

This framework emphasizes that the success of stunting reduction policy implementation is influenced by the integration of policy analysis stages and the support of institutional, social, and resource factors. Thus, the policy analysis approach is used to provide a comprehensive understanding of the policy implementation process and to identify the factors affecting the effectiveness of the policy in improving human resource quality.

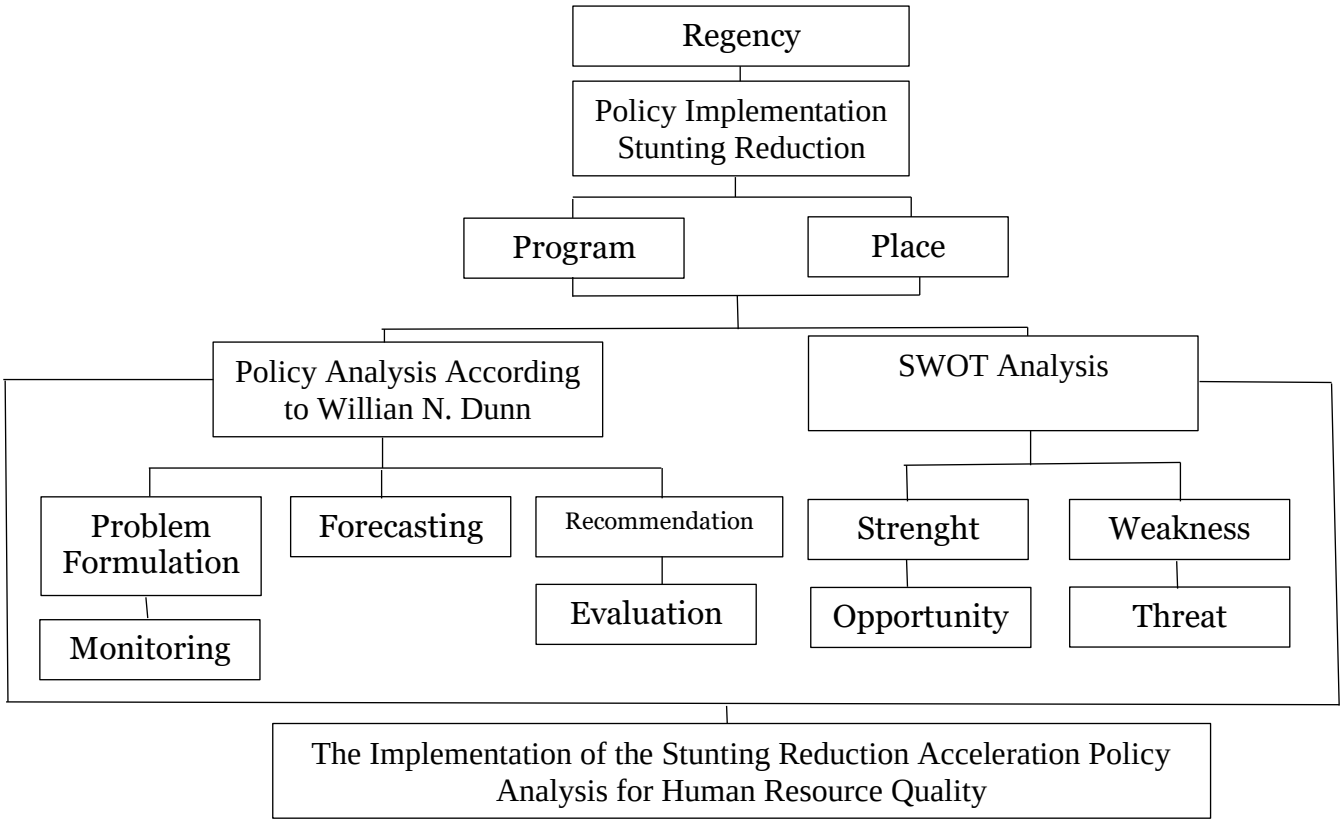

Figure 1. Research Framework
Source: Data Processed, 2025

The image depicts the policy analysis flow in the implementation of stunting reduction, involving various stages and interactions among actors at the village, sub-district, and district levels. This framework shows that the process of implementing stunting reduction policies does not only depend on the formulated policies but also on cross-sector coordination, resource support, and the social conditions of the community that influence the success of the policies in improving the quality of human resources.

3. Method

3.1 Research Design

This research uses a qualitative approach with a descriptive design. This approach was chosen because the research aims to deeply understand the phenomenon of implementing stunting reduction acceleration policies in real contexts. Qualitative methods allow researchers to explore the meanings, processes, and dynamics of policies involving various actors and interests comprehensively (Groenland & Dana, 2020).

Qualitative descriptive research is used to systematically describe the actual conditions related to policy implementation, without manipulating the variables being studied (Groenland & Dana, 2020). This approach focuses on the interpretation of data obtained thru direct interaction with informants in the

field. As stated by (Groenland & Dana, 2020), qualitative research emphasizes the observation of individuals in their natural environment, including social interactions and the language used.

In this study, the researcher acts as the primary instrument in data collection and analysis, allowing for flexibility in adjusting the research process to field conditions. This research was conducted in Tanggamus Regency, Lampung Province, which was chosen because it still faces significant challenges in reducing stunting. The prevalence of stunting in this region is still above the national target, accompanied by a high number of families at risk of stunting, budget constraints, low public awareness of nutritional needs, and suboptimal cross-sector collaboration. These conditions indicate that the policy implementation carried out has not been fully effective, making this region relevant for in-depth analysis in the context of improving human resource quality.

3.2 Participants / Sample

Participants in this study were determined using the purposive sampling technique, which involves selecting informants based on specific considerations relevant to the research objectives (Ahmad & Wilkins, 2025). This technique is used to ensure that the selected informants possess knowledge, experience, and direct involvement in the implementation of the stunting reduction acceleration policy in Tanggamus Regency.

The number of informants in this study is twelve people, consisting of the Head of the Tanggamus Regency, the Chairman of the Tanggamus Regency DPRD, the Head of the Regional Development Planning, Research, and Innovation Agency (Bapperida), the Head of the Women's Empowerment, Child Protection, and Family Planning Office, and eight sub-district heads in the stunting locus area. The informants were selected because they have a strategic role in the formulation, implementation, and oversight of policies.

The selection of informants also considers representation from various levels of government, so that the data obtained can comprehensively depict the conditions of policy implementation. Thus, the information obtained is not only administrative but also reflects the reality of policy implementation at the field level.

3.3 Data Collection

The data in this study consists of primary and secondary data. Primary data was obtained thru direct interviews with predetermined informants (Groenland & Dana, 2020). Interviews were conducted in-depth to explore information related to the implementation of stunting reduction policies, including obstacles, strategies, and efforts made by local governments. The interview process was conducted in person so that researchers could obtain more accurate and contextual data.

In addition to interviews, this research also uses literature study as a source of secondary data. Secondary data is obtained from official government documents,

reports from related institutions, scientific journals, and books relevant to policy analysis and stunting reduction (Groenland & Dana, 2020). Literature review is used to strengthen the research findings and provide a theoretical foundation in understanding the phenomenon being studied. The use of these two data sources aims to enhance the depth and accuracy of the information obtained. By combining primary and secondary data, researchers can verify the information obtained in the field, making the research results more valid and accountable.

3.4 Data Analysis

Data analysis in this study uses a qualitative approach with an interactive analysis model developed by Groenland & Dana (2020). The analysis process is conducted continuously from the data collection stage to the conclusion drawing stage. This model consists of three main stages: data reduction, data presentation, and conclusion drawing or verification.

Data reduction is carried out by summarizing, selecting, and focusing on data that is relevant to the research objectives (Groenland & Dana, 2020). At this stage, the researcher identifies themes and patterns that emerge from the obtained data. Next, the presentation of data is carried out in the form of a systematic narrative to facilitate understanding of the relationships between the variables being studied. The final stage is drawing conclusions and verification, which is done by reexamining the research findings based on the available evidence.

The data analysis process is conducted iteratively, meaning it is repeated and interconnected between stages. Researchers continuously review the data obtained to ensure that the interpretations produced align with the empirical conditions in the field. Thus, data analysis is not only descriptive but also interpretative.

3.5 Ethical Considerations

This research pays attention to the aspect of data validity as part of ethical considerations in qualitative research. Data validity is maintained thru the techniques of persistent observation and triangulation. Persistent observation is conducted by focusing deeply on the phenomenon being studied to obtain a comprehensive understanding.
Triangulation is conducted by comparing various data sources, such as interview results and relevant documents. In addition, the researchers also held discussions with colleagues to obtain feedback on the research findings. This approach is used to ensure that the data obtained has a high level of credibility.
This research also considers ethics in the data collection process, such as maintaining the confidentiality of information provided by informants and using the data solely for research purposes. Thus, this research not only meets methodological standards but also adheres to ethical principles in scientific research.

4. Results

4.1 Study Area Overview of Tanggamus Regency

Tanggamus Regency was formed based on Law Number 2 of 1997. Based on the Minister of Home Affairs Decree Number 100.1.1-6117 of 2022, the area of Tanggamus Regency is 4,747 km², consisting of 2,948 km² of land area and 1,799 km² of water area. Administratively, Tanggamus Regency has 20 sub-districts, 299 villages, and 3 urban villages.

The data on sub-districts in Tanggamus Regency is presented in the following table:

Table 1. Districts in Tanggamus Regency

No	District	Area (km²)
1	Kota Agung	76.93
2	Kota Agung Timur	101.30
3	Kota Agung Barat	73.33
4	Kelumbayan	121.09
5	Bandar Negeri Semuong	98.12
6	Pematang Sawa	185.29
7	Kelumbayan Barat	53.67
8	Bulok	51.68
9	Gisting	32.53
10	Talang Padang	45.13
11	Sumber Rejo	56.77
12	Ulu Belu	323.08
13	Gunung Alip	25.68
14	Wonosobo	209.63
15	Pugung	232.40
16	Air Naningan	186.35
17	Cukuh Balak	133.76
18	Semaka	170.90
19	Limau	240.61
20	Pulau Panggung	437.21

Source: Data Processed, 2025

Geographically, Tanggamus Regency borders West Lampung Regency to the west, Pringsewu Regency to the east, the Indian Ocean to the south, and West Lampung Regency and Central Lampung Regency to the north. The population of Tanggamus Regency reaches 662,542 people, consisting of 342,203 men and 320,339 women, with a population density of 142 people/km².

The characteristic of a vast area with a relatively large population indicates that Tanggamus Regency has complexity in regional development management. This

condition becomes an important context in the implementation of public policies, including efforts to accelerate the reduction of stunting, which requires an integrated approach and coverage of the entire administrative region.

4.2 Policy Implementation Analysis for Stunting Reduction in Tanggamus Regency

Stunting is a health issue that requires targeted policy intervention (Wardani et al., 2023). In Tanggamus Regency, the policy for accelerating the reduction of stunting has been implemented, but the reduction achievements have not fully met the national target of 14% by 2024 as stated in BKKBN Regulation Number 12 of 2021. The analysis of policy implementation in this study uses the framework of William N. Dunn as cited in Duri & Rahmah (2020) which includes problem formulation, future forecasting, policy recommendations, policy outcome monitoring, and policy performance evaluation.

4.2.1 Problem Formulation

Problem formulation is carried out thru the identification of stunting conditions based on data obtained from the field. The Tanggamus Regency Government views stunting as an obstacle to improving the quality of human resources, so its handling is carried out with a data-based approach by name by address thru Integrated Service Posts (Posyandu) and monitoring systems such as E-PPGM. Additionally, the issue of stunting is also a concern in regional policy discussions, particularly in relation to meeting the nutritional needs of the community.

At the planning level, problem formulation is carried out thru several stages, including the identification of stunting distribution, the implementation of tiered stunting discussions, regulatory evaluation, data analysis, and program performance review. The approach used is comprehensive and multisectoral, referring to Presidential Regulation Number 72 of 2021. At the sub-district level, the problem formulation process is carried out thru verification and validation of data on families at risk of stunting, cross-sector coordination, monitoring by Integrated Service Post (Posyandu) cadres and village midwives, as well as deliberations at the village level. In addition, several regions also conduct mapping of social, economic, and human resource conditions as a basis for determining the problems faced.

4.2.2 Future Forecasting

Future forecasting is conducted to project policy achievements based on available conditions and data. The Tanggamus Regency Government has set the reduction of stunting as part of its long-term development targets, including a projected decrease of up to 1.81% by 2045. This projection is based on available data and an evaluation of the implementation of ongoing programs.

The forecasting process is carried out thru a tiered evaluation starting from the village level, sub-district, to the district, considering the effectiveness of specific and sensitive interventions that have been implemented. In addition, forecasting is also based on data trends, cross-sector coordination, and the implementation of integrated programs in each region. Several sub-districts also consider external factors, such as infrastructure development, as part of sensitive interventions that

can influence the reduction of stunting. In general, future forecasts are prepared by considering the actual conditions and achievement targets set by the local government.

4.2.3 Policy Recommendations

Policy recommendations are formulated based on the results of analysis and evaluation of the implementation of previous policies. In this process, the proposed policies consider aspects of effectiveness, efficiency, and implementation capability. Additionally, policy recommendations are also prepared by taking into account inputs from various parties, including local governments, stakeholders, and the community.

The process of formulating policy recommendations is carried out thru top-down and bottom-up approaches. Top-down, the policy refers to the national policy for accelerating the reduction of stunting, ensuring synchronization between the central and regional governments. Meanwhile, bottom-up, policy recommendations are formulated thru area mapping, coordination meetings, and village and hamlet deliberations. Some regions also emphasize the importance of nutrition education for the community as part of the policy strategy. Thus, the resulting policy recommendations reflect local needs while also aligning with national policies.

4.2.4 Policy Monitoring

Monitoring the results of stunting reduction policies in Tanggamus Regency is carried out thru specific and sensitive intervention approaches. Specific interventions include health monitoring from prospective brides and grooms, the pregnancy period within the first 1,000 days of life, to child growth, while sensitive interventions cover environmental aspects such as sanitation and access to clean water. At the institutional level, monitoring is carried out thru the supervisory function of the Regional People's Representative Council (DPRD) and performance evaluations by regional apparatus, including periodic stunting convergence evaluations conducted by Bapperida.

At the sub-district level, monitoring is conducted regularly thru TPPS coordination meetings, monitoring of Integrated Service Post (Posyandu) activities, and field visits with regional officials. In addition, monthly evaluations and follow-ups on the directives from the district government are part of the tiered monitoring mechanism. This process allows for the continuous monitoring of policy implementation based on data and conditions on the ground.

4.2.5 Policy Performance Evaluation

The evaluation of the stunting reduction policy performance is conducted to assess the effectiveness of policy implementation and as a basis for formulating subsequent policies. The evaluation is carried out based on monitoring results and the achievement of performance indicators, including data from the Indonesian Health Survey (SKI). The local government assesses the effectiveness of the interventions that have been implemented, while the Regional People's Representative Council (DPRD) performs oversight functions on the performance of regional apparatus in policy implementation.

At the operational level, evaluation is conducted thru TPPS coordination meetings involving various stakeholders to discuss achievements, obstacles, and policy improvement steps. At the sub-district level, evaluation is carried out thru data reporting, coordination with health centers, and budget support thru APBDes. The periodic evaluation process serves as the basis for formulating subsequent policies that are more adaptive to the needs of the community.

4.3 Implementation of Stunting Reduction Policy in Tanggamus Regency

The implementation of the stunting reduction policy in Tanggamus Regency has been carried out since 2022 as a follow-up to Presidential Regulation Number 72 of 2021. This policy is aimed at achieving the national target for stunting reduction, which is 14%, although the achievement in Tanggamus Regency is still around 17%. Based on interviews with the Head of Bapperida and the Head of the PPPA and KB Office, the implementation of the ongoing policy is considered appropriate, but it still requires increased effectiveness thru improvements in intervention implementation and continuous evaluation.

The results of the interviews at the sub-district level indicate that the implementation of the stunting reduction policy has generally been underway, but there are still some obstacles in the field. Several informants stated that the implementation of the policy needs to be supported by enhancing the capacity of Integrated Service Post (Posyandu) cadres thru more intensive training so that they can optimally provide nutritional education to the community. In addition, other challenges found include limited access in several areas and low public awareness of the importance of nutritional fulfillment. However, the implementation of policies continues to be carried out sustainably thru coordination between regional agencies and sub-district governments.

4.4 Supporting Aspects of Stunting Reduction Policy Implementation

Supporting aspects of the stunting reduction policy implementation in Tanggamus Regency include government commitment, cross-sector collaboration, and integrated nutritional interventions. Interview results show active support from OPD, DPRD, and stakeholders thru programs such as the provision of iron tablets, pregnancy monitoring, and the supply of nutritious food. In addition, strengthening coordination and data management also enhances the effectiveness of policy implementation. As an intervention enhancement, the Tanggamus Regency Government is preparing the Free Nutritious Meal (MBG) program targeting students across various educational levels. Dapodik data for the year 2024 shows a wide coverage of targets, making it a potential strategic instrument in supporting the reduction of stunting.

Table 2. DAPODIK Data of MBG Recipients at PAUD Level

No	District	Total	Male	Female
1	Kota Agung	1374	717	657
2	Pugung	1296	615	681
3	Talang Padang	1184	599	585

No	District	Total	Male	Female
4	Semaka	1047	522	525
5	Wonosobo	880	420	460
6	Ulu Belu	1099	531	568
7	Gisting	984	505	479
8	Sumberejo	879	449	430
9	Pulau Panggung	1076	532	544
10	Air Naningan	833	442	391
11	Cukuh Balak	1028	551	477
12	Kota Agung Barat	795	429	366
13	Kota Agung Timur	616	323	293
14	Limau	462	244	218
15	Bulok	507	267	240
16	Gunung Alip	456	213	243
17	Pematang Sawa	763	386	377
18	Bandar Negeri Semuong	337	169	168
19	Kelumbayan Barat	542	297	245
20	Kelumbayan	235	120	115
Total		**16,393**	**8,331**	**8,062**

Source: Data Processed, 2025

Table 3. DAPODIK Data of MBG Recipients at Primary School Level

Grade	Total Students
Grade 1	10,044
Grade 2	10,022
Grade 3	9,553
Grade 4	8,711
Grade 5	9,183
Grade 6	9,339
Total	**56,852**

Source: Data Processed, 2025

Table 4. MBG Recipients (Junior High, DAPODIK)

Grade	Total Students
Grade 7	6,334
Grade 8	6,594
Grade 9	6,350
Total	**19,278**

Source: Data Processed, 2025

Based on this data, the number of target recipients of the MBG program in Tanggamus Regency reached 16,393 early childhood education students, 56,852 elementary school students, and 19,278 junior high school students. Although this program is still in the preparation stage, the large coverage of the target audience indicates significant potential in improving children's nutritional intake. In addition, the interview results show strong community support for the health program, as well as the commitment of government officials at the sub-district and village levels. This condition becomes an important supporting factor in strengthening the implementation of sustainable stunting reduction policies.

4.5 Challenges and Barriers in Stunting Reduction Policy Implementation

The obstacles in the implementation of stunting reduction policies in Tanggamus Regency reflect threat factors in the SWAT analysis, primarily related to socio-economic conditions, budget constraints, and low public awareness. Interview results indicate that poverty is the main factor affecting the community's ability to meet nutritional needs, considering that most livelihoods depend on the agricultural sector. Additionally, regional budget constraints, lack of public knowledge about balanced nutrition, and limited data and cross-sector commitment also pose challenges in policy implementation.

At the operational level, obstacles were also found in the technical aspects and human resource capacity. The informants conveyed that the competencies of the Integrated Service Post (Posyandu) cadres still need to be improved, both in nutrition education and in measuring toddlers. Additionally, limited access to healthcare services, discrepancies in data between institutions, and geographical conditions such as inadequate road access also hinder coordination and program implementation. The low level of education in the community, inappropriate parenting patterns, and habits of consuming less nutritious food also pose challenges that affect the effectiveness of the stunting reduction policy implementation in Tanggamus Regency.

5. Discussion

The research results indicate that the implementation of stunting reduction policies in Tanggamus Regency has been in accordance with the established policy framework, but has not yet achieved the expected national targets. This condition indicates that although interventions have been implemented, the effectiveness of the policy is still influenced by socio-economic factors and the low awareness of the community regarding balanced nutrition fulfillment. These findings are consistent with previous research that shows the success of stunting policies is not only determined by government programs but also by community conditions and beneficiary participation (Kohli et al., 2020; Syanhrinullah, 2024).

If viewed thru the policy analysis framework of William N. Dunn in Duri & Rahmah (2020), all stages of the policy have been implemented from problem formulation to evaluation. The problem formulation was based on field data, while forecasting and policy recommendations were carried out thru cross-sector coordination. However, the research results indicate a gap between the analysis

phase and field implementation, suggesting that the policy process procedurally has not yet fully produced optimal impacts. These findings are also supported by previous research that emphasizes the importance of alignment between policy design and implementation in achieving policy objectives (Geet et al., 2021; Wiegant et al., 2024).

Furthermore, the supporting factors for policy implementation include the commitment of local governments, cross-sector coordination, and support from national programs such as Free Nutritious Meals (MBG). This support becomes a strategic potential in enhancing nutritional interventions for the target groups. However, the main obstacles found include budget limitations, low public awareness, and the limited competence of cadres. This condition indicates that human resource factors and institutional capacity are important determinants in policy implementation, as also found in research related to cross-sector collaboration and resource capacity in addressing stunting (Ramlan et al., 2025; Septedy et al., 2025).

The findings of this research emphasize that the reduction of stunting has a direct implication on the improvement of human resource quality. Stunting not only affects health but also cognitive abilities and future productivity, making it a key factor in human development toward 2045. Therefore, practically, there is a need for strengthening more integrated policies thru increasing public awareness, enhancing the capacity of cadres, and supporting the economic conditions of the community. Academically, this research contributes to strengthening the understanding that the effectiveness of stunting reduction policies requires a collaborative approach based on local conditions, not just focusing on health interventions alone.

6. Conclusion

This research shows that the implementation of the stunting reduction acceleration policy in Tanggamus Regency has been carried out according to the stages of policy analysis by William N. Dunn in Duri & Rahmah (2020), from problem formulation to performance evaluation. The process has been data-driven and involved cross-sector coordination from the village level to the district level. However, the implementation of the policy has not fully achieved the stunting reduction targets as mandated by Presidential Regulation Number 72 of 2021.

Research findings indicate that the success of the policy is supported by stakeholder commitment, community participation, and intervention programs such as Free Nutritious Meals (MBG). On the other hand, the main obstacles include budget constraints, low public awareness of nutrition, as well as the limited competence of cadres and regional access. This emphasizes that the effectiveness of policy implementation is greatly influenced by social, economic, and human resource capacity factors.

Academically, this research reinforces the importance of an integrative and contextual policy implementation approach in addressing stunting. Practically, the research results emphasize the need for strengthening cadre capacity,

increasing community awareness, and sustainable cross-sector collaboration. The limitations of this study lie in its qualitative approach and limited regional focus, so future research is recommended to develop a more comprehensive and cross-regional approach to enrich the analysis of stunting reduction policies.

Data Availability Statement

The data supporting the findings of this research is not publicly available because it contains information from interviews and internal documents from government agencies that are restricted. However, the data can be obtained from the author upon reasonable request, considering permission from the relevant parties.

Acknowledgments

The author expresses gratitude to the Tanggamus Regency Government and all related Regional Apparatus Organizations (OPD) for their support in providing data and information for this research, as well as to the informants who contributed thru the interview process. Appreciation is also extended to academic institutions and parties who have provided support during the preparation of this research, enabling this article to be completed successfully and contribute to the study of policies for reducing stunting and improving the quality of human resources.

References

Abdullahi, L. H., Rithaa, G. K., Muthomi, B., Kyallo, F., Ngina, C., Hassan, M. A., & Farah, M. A. (2021). Best practices and opportunities for integrating nutrition specific into nutrition sensitive interventions in fragile contexts: a systematic review. *BMC Nutrition*, *7*(1). https://doi.org/10.1186/s40795-021-00443-1

Abuye, C., Abbott, D., Berhanu, L., Bailes, A., & Holtzman, R. (2024). An evaluation of interventions within a Growth Through Nutrition project aimed at enhancing optimal nutrition and water, sanitation and hygiene (WASH) and nutrition practices among nutritionally most vulnerable households (MVHHs) in Ethiopia. *PLoS ONE*, *19*(10). https://doi.org/10.1371/journal.pone.0309426

Ahmad, M., & Wilkins, S. (2025). Purposive sampling in qualitative research: a framework for the entire journey. *Quality and Quantity*, *59*(2), 1461–1479. https://doi.org/10.1007/s11135-024-02022-5

Akbar, R. R., Kartika, W., & Khairunisa, M. (2023). The Effect of Stunting on Child Growth and Development. *Scientific Journal*. https://doi.org/10.56260/sciena.v2i4

Alhamad, A., Alshurideh, M., Alomari, K., Al Kurdi, B., Alzoubi, H., Hamouche, S., & Al-Hawary, S. (2022). The effect of electronic human resources management on organizational health of telecommunications companies in Jordan. *International Journal of Data and Network Science*, *6*(2), 429–438. https://doi.org/10.5267/j.ijdns.2021.12.011

Arieffiani, D., & Ekowanti, M. R. L. (2024). Evaluating Local Government Policy Innovations: A Case Study of Surabaya's Efforts in Combating Stunting and Enhancing Public Health Services Quality. *Jurnal Bina Praja*, *16*(1), 1–20. https://doi.org/10.21787/jbp.16.2024.1-20

Astuti, S. J. W., Suindyah Dwiningwarni, S., & Atmojo, S. (2025). Modeling environmental interactions and collaborative interventions for childhood stunting: A case from Indonesia. *Dialogues in Health*, *6*. https://doi.org/10.1016/j.dialog.2025.100206

Awewomom, J., Dzeble, F., Takyi, Y. D., Ashie, W. B., Ettey, E. N. Y. O., Afua, P. E., Sackey, L. N. A., Opoku, F., & Akoto, O. (2024). Addressing global environmental pollution using environmental control techniques: a focus on environmental policy and preventive environmental management. In *Discover Environment* (Vol. 2, Number 1). Springer Nature. https://doi.org/10.1007/s44274-024-00033-5

Bhutta, Z. A., Akseer, N., Keats, E. C., Vaivada, T., Baker, S., Horton, S. E., Katz, J., Menon, P., Piwoz, E., Shekar, M., Victora, C., & Black, R. (2020). How countries can reduce child stunting at scale: Lessons from exemplar countries. *American Journal of Clinical Nutrition*, *112*, 894S-904S. https://doi.org/10.1093/ajcn/nqaa153

Bullock, H. L., Lavis, J. N., Wilson, M. G., Mulvale, G., & Miatello, A. (2021). Understanding the implementation of evidence-informed policies and practices from a policy perspective: a critical interpretive synthesis. *Implementation Science*, *16*(1). https://doi.org/10.1186/s13012-021-01082-7

Duri, R., & Rahmah, M. (2020). Evaluasi Pemekaran Daerah Dalam Peningkatan Kesejahteraan Masyarakat. *Jurnal Kebijakan Pemerintahan*, *3*(1), 43–52. https://doi.org/1033701/jkp.v3i2.1378

Geet, M. T. van, Verweij, S., Busscher, T., & Arts, J. (2021). The importance of policy design fit for effectiveness: a qualitative comparative analysis of policy integration in regional transport planning. *Policy Sciences*, *54*(3), 629–662. https://doi.org/10.1007/s11077-021-09429-z

Groenland, E., & Dana, L. P. (2020). *Qualitative methodologies and data collection methods: Toward increased rigour in management research*. World Scientific. www.worldscientific.com

Hamka, A. A., & Ibrahim, Muh. A. (2025). The Effectiveness of Innovation-based Multisectoral Collaboration in Accelerating Stunting Reduction in Indonesia: The Strategic Role of Local Governments. *KnE Social Sciences*, *10*(18), 1402–1416. https://doi.org/10.18502/kss.v10i18.19567

Hulst, M. Van, Metze, T., Dewulf, A., Vries, J. de, Bommel, S. van, & Ostaijen, M. van. (2025). Discourse, framing and narrative: three ways of doing critical, interpretive policy analysis. *Critical Policy Studies*, *19*(1), 74–96. https://doi.org/10.1080/19460171.2024.2326936

Humaeni, A., Barusman, T. M., & Barusman, A. R. P. (2025). Human Resource Management in The Samapta Function of The South Lampung Police to Create A Safe and Controlled Situation in The South Lampung Police Area. *Journal of Management, Business, and Social Science*. http://journal.ubl.ac.id/index.php/mabuss

Huriah, T., & Nurjannah, N. (2020). Risk factors of stunting in developing countries: A scoping review. *Open Access Macedonian Journal of Medical Sciences*, *8*(F), 155–160. https://doi.org/10.3889/oamjms.2020.4466

Kohli, N., Nguyen, P. H., Avula, R., & Menon, P. (2020). The role of the state government, civil society and programmes across sectors in stunting reduction in Chhattisgarh, India, 2006-2016. In *BMJ Global Health* (Vol. 5,

Number 7). BMJ Publishing Group. https://doi.org/10.1136/bmjgh-2019-002274

Mudadu Silva, J. R., Vieira, L. L., Murta Abreu, A. R., de Souza Fernandes, E., Moreira, T. R., Dias da Costa, G., & Mitre Cotta, R. M. (2023). Water, sanitation, and hygiene vulnerability in child stunting in developing countries: a systematic review with meta-analysis. *Public Health*, *219*, 117–123. https://doi.org/10.1016/j.puhe.2023.03.024

Rambe, N. L., Hutabarat, E. N., & Hafifah, R. (2023). The Effect of Stunting on Children's Cognitive Development : Systematic Review. *Scientific Periodical Journal of Public Health and Coastal Health*, *5*(2). https://doi.org/10.30829/contagion

Ramlan, P., Sukri, P., Abdullah, Muh. T., & Ibrahim, M. A. (2025). Leveraging Collaborative Governance Framework for Sustainable Stunting Reduction: An Analysis of Cross-sector Collaboration in Kabupaten Sidenreng Rappang, Indonesia. *KnE Social Sciences*, *10*(18), 517–532. https://doi.org/10.18502/kss.v10i18.19480

Risandini, F., & Silvi, R. (2021). Potencies and Threats of The Demographic Bonus on The Quality of Human Resources and Economy in Indonesia 2019. *International Conference on Data and Official Statistics*. https://doi.org/10.34123/icdsos.v2021i1.154

Saleh, A., Khadafi, R., & Nurmandi, A. (2024). Stunting and the hope that must remain; regional and human resource development perspectives; inadequate policy problem identification process in the Tabagsel region of Indonesia. *Frontiers in Public Health*, *12*. https://doi.org/10.3389/fpubh.2024.1337848

Septedy, Handoko, V. R., & Rahayu, I. (2025). Intersectoral Collaboration In Efforts To Accelerate Stunting Reduction In Kapuas Regency. *Asian Journal of Management Enterpreneurship and Social SCience*, *5*(3). https://doi.org/10.63922/ajmesc.v5i03.1405

Siregar, Z., Tarigan, R., & Sahnan, M. (2022). Strengthening Human Resources Through Introduction and Stunting Prevention. *East Asian Journal of Multidisciplinary Research (EAJMR)*, *1*(7), 1221–1228. https://doi.org/10.55927/eajmr.v1i7.1058

Sormin, R. D. (2021). The Effect of Communication, Resources, Disposition And Structure of Bureaucracy on Medical Participation of Men's Operations in City of Bandar Lampung (Study of George Edward III Policy Implementation Model). *International Journal for Innovation Education and Research Www.Ijier.Net*, (9). https://doi.org/10.31686/ijier.vol9.iss7.3254

Syanhrinullah. (2024). Strengthening Strategy Village Performance Management In Effort Reducing Stunting Through Multistakeholder Involvement In The Village. *Jurnal Ekonomi*, *13*. https://doi.org/10.54209/ekonomi.v13i04

Valle-Cruz, D., Criado, J. I., Sandoval-Almazán, R., & Ruvalcaba-Gomez, E. A. (2020). Assessing the public policy-cycle framework in the age of artificial intelligence: From agenda-setting to policy evaluation. *Government Information Quarterly*, *37*(4). https://doi.org/10.1016/j.giq.2020.101509

Wardani, L. K., Aulia, V., Hadhikul, M., & Kardila, M. (2023). Risks of Stunting and Interventions to prevent Stunting. *Journal of Community Engagement in Health*, *6*(2), 79–83. https://doi.org/10.30994/jceh.v6i2.528

Warganegara, T. L. P., Wahyuningsih, F., & Narundana, V. T. (2021). Analisi Kinerja Karyawan Berdasarkan Key Performance Indicator dengan Menggunakan Human Resources Scorecard (HRSC) pada PT PLN (Persero) UP3 Tanjung Karang. *Maneggio Jurnal Ilmiah Magister Manajemen*, *4*(1). https://doi.org/10.30596/maneggio.v4i1.6505

Wiegant, D., Dewulf, A., & Van Zeben, J. (2024). Alignment mechanisms to effectively govern the sustainable development goals. *World Development*, *182*. https://doi.org/10.1016/j.worlddev.2024.106721

Yufendra, Handayani, A., Perwira, R. D., Barusman, A. R. P., & Suharyo, A. (2024). Factors Influencing the Success of Electronic-Based Government Policy Implentation. *International Conference on Management, Leadership, and Organizational Science*, *1*, 39. https://doi.org/10.3390/xxxxx