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DETERMINANTS OF FAMILY ASSISTANCE TEAM CADRES' PERFORMANCE IN THE STUNTING REDUCTION ACCELERATION PROGRAM IN TELUK PANDAN DISTRICT, PESAWARAN REGENCY

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ABSTRACT

The Family Assistance Team (TPK) cadres are established groups formed to support the national target of reducing stunting prevalence to 14% by 2024 across various regions in Indonesia, including Teluk Pandan District, Pesawaran Regency. Assessing the performance of TPK cadres is essential to evaluate their effectiveness in promoting behavioral changes within communities regarding child nutrition and health. This study aims to examine the influence of work experience, motivation, education, and skills on the performance of TPK cadres in assisting families at risk of stunting in the region. The research employed a quantitative approach using questionnaires distributed to the entire population of 54 TPK cadres, who also served as the study sample. The sampling technique applied was non-probability sampling through purposive sampling. Data analysis was conducted using descriptive statistics. The findings reveal that work experience, motivation, education, and skills collectively have a positive and significant effect on the performance of TPK cadres in supporting families vulnerable to stunting. These results highlight the need for regular monthly meetings and the provision of monitoring books as tools for ongoing evaluation of TPK cadre performance. Such measures help identify achievements, address emerging challenges, and implement necessary improvements to enhance the effectiveness of family assistance conducted by TPK cadres.

Keywords: *Family Assistance Team (TPK), Stunting, Performance Determinants*

Introduction

The 2022 Indonesian Nutritional Status Survey (SSGI) reported a decrease in national stunting prevalence, from 24.4% in 2021 to 21.6% in 2022. This decline reflects positive progress in the government's efforts to address child nutrition problems. A similar trend was observed in Lampung Province, where the prevalence dropped from 18.5% in 2021 to 15.2% in 2022. This figure is already below the national average, indicating a successful implementation of local programs, although challenges remain in meeting the government's target(Syafrawati et al., 2023).

Despite this encouraging achievement, the results have not fully met the national goal of reducing stunting to 14% by 2024. This target requires an accelerated approach through more integrated and sustainable measures, with strong involvement across sectors. Such efforts cannot rely on a single institution but must involve various stakeholders, with the National Population and Family Planning Agency (BKKBN) acting as the main coordinating body (Noerdjoedianto et al., 2024).

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Under Presidential Regulation No. 72 of 2021, BKKBN was officially designated as the leading sector for accelerating stunting reduction programs in Indonesia. This responsibility requires the agency to develop new strategies that integrate multi-stakeholder collaboration for the long term. To implement this mandate, BKKBN issued Regulation No. 12 of 2021, which established the National Action Plan for Accelerating Stunting Reduction in Indonesia (RAN PASTI). This document serves as a comprehensive guideline for carrying out stunting reduction efforts at all administrative levels.

RAN PASTI outlines several priority action plans to be implemented from the national to the village level. One of its central initiatives is providing assistance to families at risk of stunting and to prospective brides and grooms. This program is executed through the establishment of Family Assistance Teams (TPK) in every village across Indonesia (Zahtamal et al., 2024). Each TPK consists of three members: a midwife, a Family Welfare Empowerment (PKK) cadre, and a Family Planning (KB) cadre. This composition ensures that family assistance covers health, empowerment, and family planning aspects comprehensively (Syahrinullah, 2024).

In Lampung Province, the establishment of TPK began in November 2021 in collaboration with the Indonesian Midwives Association (IBI) Lampung. To date, 6,098 teams have been formed across 15 districts and municipalities. These teams play a key role in conducting counseling, facilitating referrals to health services, and delivering social assistance to families at risk of stunting. Their primary targets include pregnant women, postpartum mothers, children aged 0–59 months, and prospective brides and grooms, who receive three months of premarital mentoring. This mentoring aims to detect potential stunting risks early and implement preventive actions to minimize their impact.

Based on this background, the present study focuses on examining the factors influencing the performance of Family Assistance Teams in the Stunting Reduction Acceleration Program in Teluk Pandan District, Pesawaran Regency. The factors under investigation include cadres' knowledge and skills in delivering nutritional and health information, community participation as a determinant of program success, and access to health services such as antenatal care and posyandu. By analyzing these determinants, the study seeks to provide clearer insights into the effectiveness of TPK performance in supporting the government's stunting reduction targets.

Literature Review

a. Stunting

Stunting, as outlined in Presidential Regulation Number 72 of 2021, refers to impaired growth and development in children caused by prolonged nutritional deficiencies and recurrent infections. It is primarily characterized by a child's height or length being below the standards established by the Ministry of Health (Zahtamal et al., 2024). In other words, stunting represents a chronic form of malnutrition that typically begins in early childhood due to the inadequate intake of essential nutrients. This condition is not only associated with physical growth retardation but also has long-term consequences on cognitive development, productivity, and overall quality of life in the future. Limited awareness among communities regarding the importance of measuring children's height or length has made the early detection of stunting more difficult. As a result, its prevalence often goes unnoticed, requiring targeted and well-structured interventions for effective prevention and control (Nahak & Nitsae, 2024). Given its widespread impact, stunting has become a priority issue in both national and global nutrition improvement agendas, with a significant reduction targeted by 2025 (Kusuma & Kurnia, 2025). Stunting, often referred to as short stature, is defined as a condition in which a child's height does not correspond to their age. Technically, a child is considered stunted if their Z-score for length-for-age (PB/U) or height-for-age (TB/U) is below -2 standard deviations from the median of the WHO Child Growth Standards (Simanjuntak, 2015).

b. Family Support Team

The Family Assistance Team (TPK) is an officially established group consisting of midwives, Family Welfare Movement (TP PKK) cadres, and Family Planning (KB) cadres. Its primary responsibilities include providing family support through health education, facilitating referrals to health services, and assisting beneficiaries in accessing social assistance programs (Kridawati, Sunita, et al., 2024). The target groups of this assistance are prospective brides and grooms or couples of reproductive age, pregnant women, postpartum mothers, and children aged 0–59 months. Moreover, TPK plays a vital role in conducting surveillance of families at risk of stunting to enable early detection of factors that may contribute to stunting. In practice, the composition of TPK members is flexible and can be adapted according to field conditions (Hamka & Ibrahim, 2025). Such adjustments may involve collaboration with midwives from neighboring villages or sub-districts, or the inclusion

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of other health professionals such as nurses (Sufri et al., 2024). This flexibility is expected to expand service coverage, enhance the effectiveness of family assistance, and ensure the sustainability of stunting prevention programs within the community (BKKBN, 2021).

c. Work Experience

Work experience is generally defined as the accumulation of knowledge, competencies, and practical skills obtained by an individual through continuous involvement in professional tasks over a certain period. It not only reflects the duration of one's employment but also the quality of learning, problem-solving, and adaptability developed throughout the process. Sevilla et al., (2024) emphasizes that work experience is strongly associated with an individual's ability to complete tasks more efficiently and effectively. This is because repeated exposure to various situations enables a person to recognize challenges, formulate solutions, and apply strategies more accurately. From an organizational perspective, work experience contributes to shaping work behavior, decision-making abilities, and overall productivity. Experienced employees or cadres tend to show higher confidence, autonomy, and initiative when performing tasks compared to those with limited experience (Kridawati, Citrawati, et al., 2024). In addition, longer work tenure often enhances familiarity with organizational procedures, operational standards, and communication patterns within the community, thereby improving the quality of service delivery (Suharto et al., 2022). In the context of the Family Assistance Team (TPK), work experience plays a vital role in ensuring the success of stunting prevention programs. Cadres with more extensive experience are generally more capable of building trust with families, conducting effective health counseling, and carrying out surveillance activities related to nutrition and child health. Their accumulated knowledge also enables them to identify risk factors of stunting earlier and to respond with appropriate interventions. Moreover, experienced cadres are more skilled at navigating cultural sensitivities, fostering collaboration with local health workers, and facilitating access to social support programs. Therefore, work experience can be considered a determinant of cadre performance, as it enhances their problem-solving capacity, resilience in facing field challenges, and consistency in delivering assistance. In turn, this contributes significantly to the effectiveness of the national agenda for accelerating stunting reduction in Indonesia, particularly in rural and high-risk communities..

d. Motivation

Motivation is both an internal and external drive that encourages individuals to act in achieving specific goals. Abhipsa Pal (2018), emphasize that motivation relates to the intensity, direction, and persistence of an individual's behavior. Highly motivated TPK cadres are more enthusiastic in performing their duties, including providing education, documenting activities, and facilitating referrals. Motivation can also be influenced by rewards, recognition, and support from village authorities and communities. Thus, motivation becomes a crucial factor in improving cadre performance in stunting prevention and management efforts (Sabir, 2017).

e. Education

Education plays an essential role in shaping one's mindset, skills, and analytical abilities. According to (Barusman, 2014). education influences a person's capacity to comprehend, process information, and make accurate decisions. TPK cadres with higher levels of education are more likely to understand health-related materials, operational guidelines, and nutritional intervention strategies. This enables cadres to deliver accurate information to the community and increases the effectiveness of stunting prevention programs (Cavanagh et al., 2020).

f. Skills

Skills represent the technical and non-technical abilities required by individuals to complete specific tasks. Kohn & Wewel (2018), highlight that skills encompass communication, problem-solving, and job-related technical abilities. For TPK cadres, essential skills include interpersonal communication, data recording and reporting, as well as conducting family health surveillance. Adequate skills positively influence the quality of counseling, assistance, and the ability to quickly identify stunting-related problems in the field (Karimi & Pina, 2021).

g. Performance of TPK Cadres

Performance is the result achieved by individuals in carrying out their responsibilities. Syafrawati et al., (2023)argues that performance is shaped by two main factors: ability and motivation. The performance of TPK cadres can be measured through their effectiveness in providing counseling, conducting family surveillance, facilitating referral services, and assisting in the distribution of social assistance. Strong cadre performance is

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critical for the success of the stunting reduction acceleration program since cadres serve as the frontline actors in educating and assisting families directly within communities**.**

h. Conceptual Framework

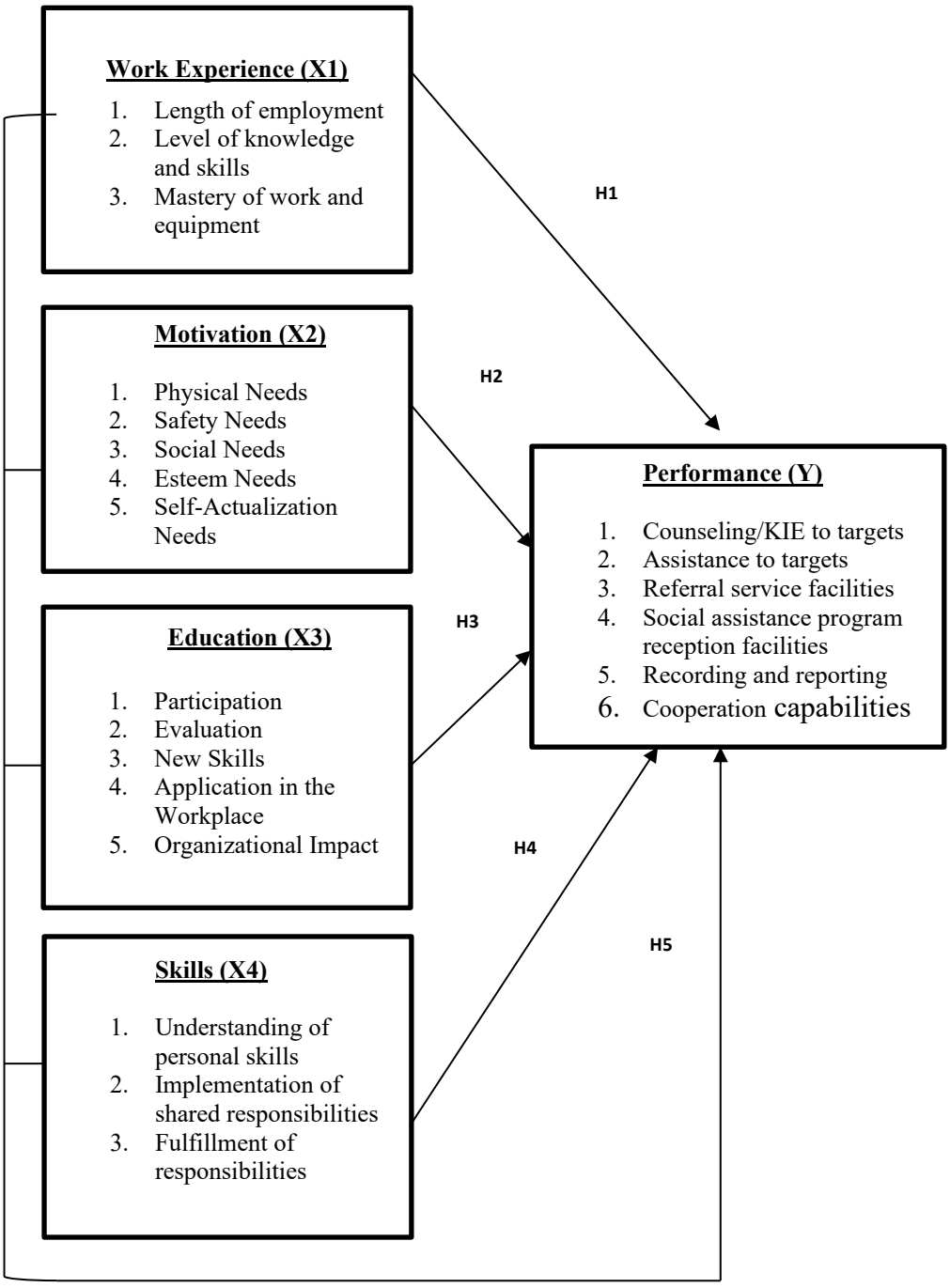

Figure 1. Conceptual Framework

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Methodology

This study employed a quantitative approach with a causal design. The design was selected to explain the cause-and-effect relationship among variables, allowing the identification of the extent to which independent variables influence the dependent variable. The quantitative method is based on the positivist paradigm, in which research is conducted on a defined population or sample using standardized instruments, and the results are statistically analyzed to test the proposed hypotheses. The research was carried out in Teluk Pandan District, Pesawaran Regency, which consists of ten villages, from October 2023 to March 2024. The study population comprised all members of the Family Support Team (TPK) in the district, totaling 54 cadres. Sampling was conducted using non-probability purposive sampling, with the number of respondents equated to the total population. Thus, the sample consisted of 54 cadres, including midwives, PKK representatives, and family planning volunteers officially registered as TPK members. The independent variables of the study included work experience, motivation, education, and skills, while the dependent variable was the performance of TPK cadres. Each variable was operationalized into measurable indicators assessed using a five-point Likert scale questionnaire. Data were collected through literature review, observation, questionnaire distribution (via Google Form), and documentation. To ensure instrument quality, validity testing was conducted using the Product Moment correlation, and reliability was assessed through Cronbach's Alpha. Data analysis was performed in two stages: descriptive and quantitative. Descriptive analysis was used to present respondent characteristics and response distributions, while quantitative analysis applied multiple linear regression to examine the influence of independent variables on the dependent variable. Classical assumption tests, including normality, multicollinearity, and heteroscedasticity, were conducted to validate the regression model. Hypothesis testing employed the t-test for partial effects and the F-test for simultaneous effects, with a 5% significance leve

Result and Discussion

a. Validity Test

Table 1. Results of Work Experience Validity Test (X1)

Steatment	r-count	r-table	N	Conclusion
Item 1	0,898	0,266	54	Valid
Item 2	0,878	0,266	54	Valid
Item 3	0,924	0,266	54	Valid
Item 4	0,924	0,266	54	Valid
Item 5	0,924	0,266	54	Valid
Item 6	0,849	0,266	54	Valid
Item 7	0,805	0,266	54	Valid
Item 8	0,906	0,266	54	Valid
Item 9	0,872	0,266	54	Valid
Item 10	0,921	0,266	54	Valid

Source: data processed, 2024

Table 2. Results of Motivation Validity Test (X2)

Steatment	r-count	r-table	N	Conclusion
Item 1	0.838	0,266	54	Valid
Item 2	0.887	0,266	54	Valid
Item 3	0.854	0,266	54	Valid
Item 4	0.807	0,266	54	Valid
Item 5	0.918	0,266	54	Valid
Item 6	0.851	0,266	54	Valid
Item 7	0.851	0,266	54	Valid
Item 8	0.801	0,266	54	Valid
Item 9	0.778	0,266	54	Valid
Item 10	0.852	0,266	54	Valid

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Source: data processed, 2024

Table 3. Results of Education Validity Test (X3)

Steatment	r-count	r-table	N	Conclusion
Item 1	0.872	0,266	54	Valid
Item 2	0.870	0,266	54	Valid
Item 3	0.883	0,266	54	Valid
Item 4	0.833	0,266	54	Valid
Item 5	0.894	0,266	54	Valid
Item 6	0.903	0,266	54	Valid
Item 7	0.903	0,266	54	Valid
Item 8	0.902	0,266	54	Valid
Item 9	0.839	0,266	54	Valid
Item 10	0.702	0,266	54	Valid

Source: data processed, 2024

Table 4. Results of Skills Validity Test (X4)

Steatment	r-count	r-table	N	Conclusion
Item 1	0.843	0,266	54	Valid
Item 2	0.880	0,266	54	Valid
Item 3	0.868	0,266	54	Valid
Item 4	0.913	0,266	54	Valid
Item 5	0.879	0,266	54	Valid
Item 6	0.828	0,266	54	Valid
Item 7	0.819	0,266	54	Valid
Item 8	0.837	0,266	54	Valid
Item 9	0.843	0,266	54	Valid
Item 10	0.892	0,266	54	Valid

Source: data processed, 2024

Table 5. Results of Perfomance Validity Test (Y)

Steatment	r-count	r-table	N	Conclusion
Item 1	0.807	0,266	54	Valid
Item 2	0.832	0,266	54	Valid
Item 3	0.827	0,266	54	Valid
Item 4	0.847	0,266	54	Valid
Item 5	0.848	0,266	54	Valid
Item 6	0.821	0,266	54	Valid
Item 7	0.616	0,266	54	Valid
Item 8	0.837	0,266	54	Valid
Item 9	0.760	0,266	54	Valid
Item 10	0.845	0,266	54	Valid

Source: data processed, 2024

Validity testing is conducted to determine whether a questionnaire is capable of accurately measuring the intended construct. The assessment employs the **Pearson Correlation** technique, where an item is considered valid if the significance level is below 0.05 (Ghozali, 2018). This test evaluates the extent to which the research instrument accurately represents the concept or phenomenon under study. Accordingly, a questionnaire item is deemed valid when the calculated *r-value* exceeds the critical *r-table* value of 0.226.

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b. Reliability Test

Table 6. Results of Reliability Test

Varibel	Cronbach's Alpha	Reliability
X1	0.967	Reliabel
X2	0.953	Reliabel
X3	0.945	Reliabel
X4	0.961	Reliabel
Y	0.861	Reliabel

Source: data processed, 2024

A research instrument is considered reliable if it produces consistent scores across repeated measurements. The reliability test showed an alpha value greater than 0.700, indicating that the questionnaire used in this study is reliable. This finding demonstrates that the instrument has the ability to generate stable results in measuring the same variable. The closer the alpha value is to one, the higher the reliability of the data.

c. Normality Test

Table 7. Results of Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		54
Normal Parameters[a,b]	*Mean*	.0000000
	Std. Deviation	1.76611966
Most Extreme Differences	*Absolute*	0.151
	Positive	0.151
	Negative	-0.114
Test Statistic		0.151
Asymp. Sig. (2-tailed)		0.200[c]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: data processed, 2024

The normality test is applied to determine whether the data residuals follow a normal distribution. The data are considered normally distributed if the Exact Sig. (2-tailed) value is greater than the alpha level of 0.05. This test is conducted using a normal probability plot, where the model can be regarded as normal if the data points lie around the straight diagonal line. Based on this pattern, it can be observed that the data are normally distributed as they align closely with the diagonal line.

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d. Multiple Linear Regression

Table 8. Results of Multiple Linear Regression

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	-9.344	2.444	
	Work Experience	0.046	0.112	0.038
	Motivation	-0.153	0.145	-0.126
	Education	-0.096	0.141	-0.078
	Skills	1.372	0.106	1.074

Source: data processed, 2024

$Y = \alpha + \beta 1X1 + \beta 2X2 + \beta 3X3 + \beta 4X4 + \Sigma t$

$Y = -9.344 + 0.046X1 - 0.153X2 - 0.096X3 + 1.372X4 + et$

Interpretation of the analysis results is as follows:

a. The constant value (α) of 9.344 indicates that if work experience, motivation, education, and skills are not considered, performance will only amount to -9.344.
b. The regression coefficient of X1 is 0.046, meaning that work experience contributes 0.046 to performance. This implies that if work experience increases by one unit while other variables remain constant, performance will improve by 0.46%.
c. The regression coefficient of X2 is 0.153, suggesting that motivation contributes 0.153 to performance. Therefore, if motivation decreases by one unit while other variables are held constant, performance will decline by 1.53%.
d. The regression coefficient of X3 is 0.096, indicating that education contributes 0.096 to performance. This means that if education decreases by one unit while other variables remain unchanged, performance will decrease by 0.96%.
e. The regression coefficient of X4 is 1.372, showing that skills have the greatest impact on performance, with a contribution of 1.372. If skills increase by one unit while other variables remain constant, performance will rise by 13.72%.

e. Correlation Coefficient

Table 9. Results of Correlation coefficient

Correlations						
		X1	X2	X3	X4	Y
X1	Pearson Correlation	1	0.887**	0.439**	0.767**	0.687**
	Sig. (2-tailed)		0.000	0.000	0.000	0.000
	N	54	54	54	54	54
X2	Pearson Correlation	0.887**	1	0.518**	0.790**	0.687**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000
	N	54	54	54	54	54
X3	Pearson Correlation	0.439**	0.518**	1	0.509**	0.491**

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	Sig. (2-tailed)	0.000	0.000		0.000	0.000
	N	54	54	54	54	54
X4	Pearson Correlation	0.767**	0.790**	0.509**	1	0.938**
	Sig. (2-tailed)	0.000	0.000	0.000		0.000
	N	54	54	54	54	54
Y	Pearson Correlation	0.687**	0.687**	0.491**	0.938**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	
	N	54	54	54	54	54
**. Correlation is significant at the 0.01 level (2-tailed).						

Source: data processed, 2024

Based on the correlation coefficient analysis, the relationship between work experience and performance is 0.687, which falls into the strong category. The correlation between motivation and performance is also 0.687, classified as strong. Meanwhile, the correlation between education and performance is 0.491, categorized as moderately strong. In addition, skills show a correlation of 0.938 with performance, which is considered very strong. All relationships are positive, as indicated by the positive correlation values, meaning that the higher the independent variables (X), the greater the increase in the dependent variable (Y).

f. t-test (partial)

Table 10. Results of t-test (Partial)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-9.344	2.444		-3.823	0.000
	Work Experience	0.046	0.112	0.038	0.413	0.681
	Motivation	-0.153	0.145	-0.126	1.960	0.000
	Education	-0.096	0.141	-0.078	2.684	0.001
	Skills	1.372	0.106	1.074	12.973	0.000

Source: data processed, 2024

a. Hypothesis Test of Work Experience on Performance
The hypothesis test results show that the t-value of work experience is 0.413, which is lower than the t-table value of 1.673, with a significance level of 0.015. Since the probability value is below 0.05, work experience does not have a significant effect on performance. Therefore, Ha is rejected and Ho is accepted. This indicates that work experience does not influence the performance of TPK cadres in assisting at-risk families of stunting in Teluk Pandan District, Pesawaran Regency.

b. Hypothesis Test of Motivation on Performance
The test results reveal that the t-value of motivation is 1.960, which is greater than the t-table value of 1.673, with a significance level of 0.00. Since the probability value is less than 0.05, motivation significantly affects performance. Thus, Ha is accepted and Ho is rejected. Therefore, the second hypothesis stating that "Motivation has a positive and significant effect on the performance of TPK cadres in assisting at-risk families of stunting in Teluk Pandan District, Pesawaran Regency" is accepted.

c. Hypothesis Test of Education on Performance The hypothesis test results indicate that the t-value of education is 2.684, which exceeds the t-table value of 1.673, with a significance level of 0.001. Because the probability value is below 0.05, education significantly influences performance. Hence, Ha is

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accepted and Ho is rejected. This means that the third hypothesis stating that "Education has a positive and significant effect on the performance of TPK cadres in assisting at-risk families of stunting in Teluk Pandan District, Pesawaran Regency" is accepted.

d. Hypothesis Test of Skills on Performance The results show that the t-value of skills is 12.973, which is much higher than the t-table value of 1.673, with a significance level of 0.00. Since the probability value is lower than 0.05, skills have a significant effect on performance. Consequently, Ha is accepted and Ho is rejected. Therefore, the fourth hypothesis which states that "Skills have a positive and significant effect on the performance of TPK cadres in assisting at-risk families of stunting in Teluk Pandan District, Pesawaran Regency" is accepted.

g. f hypothesis test (simultaneous)

Table 11. Results of f-test (simultaneous)

ANOVA[a]				
Sum of Squares	df	Mean Square	F	Sig.
1677.229	4	419.307	126.521	0.000[b]
212.104	64	3.314		
1889.333	68			

Source: data processed, 2024

The results of the ANOVA or F test indicate that the calculated F value is 126.521, which is greater than 2.553, with a significance level of 0.000. Since the probability value (sig) is less than 0.05, all variables are shown to influence performance, leading to the rejection of Ho and the acceptance of Ha. Therefore, the fifth hypothesis, which states that work experience, motivation, education, and skills collectively have a positive and significant effect on the performance of TPK cadres in assisting families at risk of stunting in Teluk Pandan District, Pesawaran Regency, is accepted.

h. Discussion

Work Experience on Performance

The first hypothesis of this study states that work experience does not significantly affect the performance of Family Assistance Team (TPK) cadres in providing support to families at risk of stunting in Teluk Pandan District, Pesawaran Regency. This finding is consistent with the study conducted by Septiani (2015), which concluded that work experience has no significant impact on performance. Several factors explain this result. First, work experience is not always directly correlated with a person's quality or effectiveness in carrying out tasks. Even with long years of service, individuals may not necessarily possess the necessary skills, knowledge, or motivation to perform their duties effectively. Second, in the context of assisting families at risk of stunting, other aspects such as nutritional knowledge, communication skills, and concern for family well-being may play a more decisive role than work experience alone. Therefore, this research aims to explore and validate previous findings, offering a more detailed understanding of the relationship between work experience and TPK cadres' performance in the specific context of Teluk Pandan District. The results are expected to provide meaningful contributions to practical insights and policy development in strengthening TPK cadres' role in addressing stunting at the local level.

Motivation on Perfomance

The second hypothesis, which posits that motivation significantly and positively influences the performance of TPK cadres in assisting families at risk of stunting in Teluk Pandan District, Pesawaran Regency, is accepted. This finding aligns with Rosmaini's (2019) study, which indicated that motivation positively, though not significantly, affected employee performance. The positive link between motivation and performance suggests that higher motivation—driven by factors such as concern for public health and the desire to bring about positive change—enhances the effectiveness of cadres in delivering assistance. Accordingly, this study contributes to a deeper theoretical and practical understanding of motivation as a key determinant of cadre performance in stunting

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prevention, while also providing a foundation for the development of more effective strategies and policies to improve both motivation and performance among TPK cadres.

Education on Perfomance

The third hypothesis, which states that education has a positive and significant effect on the performance of TPK cadres in assisting families at risk of stunting in Teluk Pandan District, Pesawaran Regency, is accepted. This finding is consistent with the study conducted by Wirawan (2019), which demonstrated that educational level positively influences performance. The results suggest that a higher educational background enhances TPK cadres' knowledge and skills in carrying out their mentoring roles. Knowledge gained through formal education, particularly regarding nutrition, child health, and stunting prevention strategies, can be applied more effectively to support families vulnerable to stunting. With the acceptance of this hypothesis, the study further explores the relationship between education and the performance of TPK cadres in the specific context of Teluk Pandan District. It is expected that these findings will provide a stronger foundation for improving education and training programs for TPK cadres and contribute to the development of local policies aimed at addressing stunting.

Skills on Perfomance

The fourth hypothesis, which states that skills have a positive and significant effect on the performance of TPK cadres in assisting families at risk of stunting in Teluk Pandan District, Pesawaran Regency, is accepted. This finding is consistent with the study conducted by Viviani (2020), which also revealed that skills positively and significantly influence performance. The skills in question include the ability of TPK cadres to communicate effectively, analyze situations, and lead mentoring activities. With adequate skills, TPK cadres are better able to interact with families at risk of stunting, design appropriate programs, and carry out mentoring activities efficiently. The acceptance of this hypothesis strengthens the understanding of the role of skills in improving the performance of TPK cadres, particularly in the context of stunting prevention in Teluk Pandan District. The results of this study are expected to provide more specific insights into the development of TPK cadres' skills as an effort to enhance the effectiveness of mentoring programs at the local level.

Work experience, motivation, education and skills on perfomance

The fifth hypothesis, which proposes that work experience, motivation, education, and skills collectively exert a positive and significant influence on the performance of TPK cadres in assisting families at risk of stunting in Teluk Pandan District, Pesawaran Regency, is accepted. Support for this hypothesis is evident in two previous studies conducted by Fazira (2023) and Sari (2019). Fazira's research revealed that when work motivation and experience are combined, they significantly and positively affect performance, highlighting the crucial role of integrating these factors in enhancing TPK cadres' effectiveness. Similarly, Sari's study demonstrated that education and job skills, when considered together, also have a significant impact on performance. These findings emphasize the importance of education and skills as complementary determinants of performance. With the acceptance of the fifth hypothesis, this study seeks to integrate the understanding of the four factors—work experience, motivation, education, and skills—within the specific context of Teluk Pandan District. The findings are expected to provide a more comprehensive overview of the elements contributing to TPK cadres' performance, support policy development, and serve as guidance for designing more holistic and effective training programs.

Conclusions and Suggestions

a. Conclussions

Based on the research findings, it can be concluded that:

b. Work experience has no effect on the performance of TPK cadres in assisting families at risk of stunting in Teluk Pandan District, Pesawaran Regency.
c. Motivation has a positive and significant effect on the performance of TPK cadres in providing support to families at risk of stunting in Teluk Pandan District, Pesawaran Regency.
d. Education shows a positive and significant influence on the performance of TPK cadres in assisting families at risk of stunting in Teluk Pandan District, Pesawaran Regency.

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e. Skills also have a positive and significant impact on the performance of TPK cadres in supporting families at risk of stunting in Teluk Pandan District, Pesawaran Regency.
f. Collectively, work experience, motivation, education, and skills positively and significantly influence the performance of TPK cadres in assisting families at risk of stunting in Teluk Pandan District, Pesawaran Regency.

g. Suggestions

This study presents several implications as follows:

1. Monthly coaching sessions play a crucial role in maintaining the motivation and consistency of TPK cadres in stunting prevention programs. Moreover, the use of a visum book as an alternative to manual recording ensures the continuity of assistance even when the *elsimil* application encounters technical issues.
2. Regular coaching also provides opportunities for TPK cadres to continuously improve their knowledge and skills in supporting families. Discussions and information shared through the TPK WhatsApp group serve as a medium for exchanging experiences and insights among cadres.
3. Through monthly meetings and the use of the visum book, monitoring and evaluation of TPK cadres' performance can be conducted regularly. This helps identify both achievements and challenges, allowing necessary improvements to be implemented.
4. Birth reports submitted via the TPK WhatsApp group and manually recorded in the visum book enable consistent monitoring of children's growth. Consequently, timely stunting prevention measures can be carried out.
5. Monthly coaching and communication through the TPK WhatsApp group also strengthen collaboration between TPK cadres and other stakeholders, such as child posyandu and community health centers. This facilitates the exchange of information, resources, and stunting prevention strategies more effectively, especially when the *elsimil* application is inaccessible.

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