

Capacity Building in Millennials Posyandu of Pangkajene and Island Regency

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ABSTRACT

This journal article explores the concept of capacity building within the context of the Millennial Integrated Service Post (Posyandu) program in Pangkajene and Island Regency. The study delves into the strategic approach of capacity building, focusing on establishing and developing a program that addresses the health needs of the millennial generation. Through partnership-based initiatives, community activation, collaboration, information sharing, network density, and service reorientation are examined as key indicators of capacity enhancement. The research highlights the program's successes and challenges, showcasing how collaborative efforts, adaptive service delivery, and innovative strategies contribute to effective capacity building. Insights from this study offer valuable guidance for improving youth health services through a comprehensive and participatory approach.

ABSTRAK

Artikel jurnal ini mengupas tentang konsep peningkatan kapasitas dalam konteks program Pos Pelayanan Terpadu (Posyandu) Milenial di Kabupaten Pangkajene dan Kepulauan. Studi ini menggunakan pendekatan strategis peningkatan kapasitas, dengan fokus pada pembentukan dan pengembangan program yang menjawab kebutuhan kesehatan generasi milenial. Melalui inisiatif berbasis *partnership*, indikator pengembangan kapasitas dapat dinilai melalui aktivasi komunitas, kolaborasi dan berbagi informasi, kepadatan jaringan, dan reorientasi layanan. Penelitian ini menyoroti keberhasilan dan tantangan program dengan menunjukkan bagaimana upaya kolaboratif, pemberian layanan adaptif, dan strategi inovatif berkontribusi terhadap peningkatan kapasitas yang efektif. Hasil dari penelitian ini diharapkan dapat memberi kontribusi berharga dalam upaya meningkatkan layanan kesehatan remaja melalui pendekatan yang komprehensif dan partisipatif.

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I. INTRODUCTION

Capacity building can be defined straightforwardly as a process for strengthening the management and governance of an organization so that it can effectively achieve its objectives and fulfill its mission (Inglehart & Klingemann, 2000; Marty et al., 1996). By working together in partnerships, it strengthens the overall capacity-building process, leading to more effective and sustainable outcomes. Establishing collaborations among organizations or individuals who might not typically interact can also be seen as a strategy for enhancing capacity, this method aims to foster connections between entities that might lack prior working ties or connections (Chavis, 1995; Marty et al., 1996). This approach is based on the assumption that providing possibilities for the two-way flow of knowledge can lead to partnerships through which the resources required to plan and implement health programs may emerge (Crisp, 2000).

The government should provide public services with a range of innovative approaches while focusing on addressing the needs of the public (Clarke & Newman, 2009; Stewart & Clarke, 1987). It will encourage an effective role for the user to ensure good public service (Wright & Deakin, 2005). An Integrated Service Post (Posyandu) is a community-based health service concept that originated in Indonesia and is widely recognized for its role in providing essential healthcare services, especially focused on maternal and child health.

Posyandu, commonly known as "Integrated Health Post" or "Integrated Service Post," is a primary healthcare service delivery model prevalent in many developing countries. It focuses on delivering a range of health services and information to address the health needs of mothers, infants, children, and the community as a whole. Posyandu aims to promote health, prevent diseases, and provide early detection and intervention (Ministry of Health of Indonesia, 2019; UNICEF, 2001).

Posyandu is designed to serve as a decentralized and grassroots-level healthcare approach, catering to the health needs of families, mothers, infants, children, and communities. It is operated and managed by trained local volunteers under the guidance of the Indonesian Ministry of Health. The program is especially effective in reaching underserved and remote areas where access to healthcare facilities may be limited.

Distinct from the conventional Posyandu, which primarily centers on maternal and child health, the Millennials Posyandu program takes on a novel approach. It specifically addresses the needs of the millennials generation, encompassing young adults who are navigating the challenges of contemporary society. The Millennials Posyandu program, initiated by the Health Office of Pangkajene and Island Regency, represents an innovative approach aimed at enhancing overall public health, with a specific focus on the well-being of adolescents. This program stands as a forward-looking endeavor that seeks to address the unique health challenges faced by the younger generation. By introducing novel strategies and methods, the Millennials Posyandu program endeavors to create a positive impact on the health and wellness of the community, particularly the adolescent demographic.

II. RESEARCH METHOD

This study uses qualitative research methods, where (Moleong, 2008) explains that qualitative research is research that intends to understand phenomena about what is experienced by research subjects, for example, behavior, perceptions, motivations, and actions. While (Creswell & Poth, 2016) defines qualitative research as a type of research that explores and understands the meaning in a number of individuals or groups of people stemming from social or humanitarian issues. This study uses primary and secondary data, the primary data is obtained through in-depth interviews with several key informants, namely the head of the health office of Pangkajene and Island Regency, millennials integrated service post cadre, millennials integrated service post team, Local people, and teenagers that receiving health services. The secondary data is obtained through document reports from the Health Office of Pangkajene and Island Regency. This study uses an interactive model from (Miles & Huberman, 2014) as a data analysis technique, The data analysis process is carried out through 4 stages namely Data Condensation, Data Display, and Drawing Conclusion. The research was conducted in Pangkajene and Island Regency where the millennial integrated service post is implemented.

III. RESULT AND DISCUSSION

1. Community Activation

Community activation through a partnership approach is a powerful strategy for effective capacity building. It involves engaging and empowering local communities in collaboration with external

partners to enhance their skills, resources, and self-reliance. This approach recognizes the unique strengths of communities and leverages external support to drive sustainable development.

Community activation, in the context of public health and community development, refers to the process of empowering and mobilizing local communities to take an active role in identifying and addressing their own needs and challenges. It involves engaging community members in decision-making, problem-solving, and implementing initiatives that lead to positive change (Butterfoss, 2007; Cohen & Scribner, 2000; Minkler & Wallerstein, 2008). (Anwar & Kristianti, 2020) explore the influence of behavior and empowerment on maternal and child health in urban slums in Indonesia, underlining the importance of considering local knowledge and cultural context in community health activation.

The Millennials Posyandu program, established under the initiative of the Pangkep Health Office, embodies an innovative approach that stems from a transformative project led by the head of the Pangkajene and Island Regency health office during their DIKLATPIM II (Leadership Education and Training). This visionary program's blueprint subsequently materialized and was formalized through the Pangkep district regent regulation number 30 of 2022, dedicated to the operations of the millennials posyandu.

In its activation, as per the directive outlined in the decision by the Pangkajene and Islands regency office under reference, the Millennials Posyandu program initiates the establishment of a dedicated millennials posyandu work team. The designated millennials posyandu work team is responsible for engaging in data collection efforts, coordinating the signing of Memorandums of Understanding (MoUs) pertaining to technical guidance, overseeing the official launch, and actively executing the Millennials Posyandu program.

Additionally, the team plays a crucial role in facilitating and making necessary preparations for the smooth execution of activities associated with the Millennials Posyandu. This encompasses ensuring all required resources, information, and logistical requirements are well-prepared and readily available. As part of their duties, the team is accountable for documenting the outcomes of the program's activities comprehensively. This includes generating accurate and structured data, maintaining thorough documentation of the events, and disseminating information through activity publications to communicate the program's progress and results effectively.

The posyandu cadres designated by Pangkajene and the Islands Regent Regulation Number 30 of 2022, Article 8, are assigned the following specific responsibilities: (a) Disseminating information through social media, (b) Prepare suggestions for millennials Posyandu (c) Coordinate with health workers and related officers, (d) Record, discuss, plan, and evaluate the results of posyandu activities in the following month

The Millennials Posyandu program aims to establish one program in each village. In the Pangkajene and Island Regency, there are a total of 103 villages. As per the data provided by the health office, the Millennials Posyandu has been successfully implemented in 76 villages in the year 2022 and an additional 29 villages in 2023. Consequently, the cumulative number of established Millennials Posyandu programs currently stands at 105.

This data illustrates a positive trend, indicating that the program activation has been progressing smoothly and effectively. The achievement of program implementation targets is evident from the fact that the number of established Millennials Posyandu programs aligns well with the total number of villages in the Pangkajene and Island Regency. This suggests the program is on track and making commendable strides toward its intended objectives.

2. Collaboration and Information Sharing

Collaboration and information sharing play vital roles in the process of capacity building, facilitating the growth and development of individuals, organizations, and communities. By working

together and exchanging knowledge, entities can enhance their capabilities and achieve more effective outcomes. Collaboration and information sharing refer to the strategic practice of working together and exchanging knowledge among various individuals, organizations, or entities to achieve common goals. (Weerakkody, 2012) describe that as governments increasingly navigate the complexities of a rapidly evolving digital landscape, the need for efficient and secure information sharing becomes paramount. This approach recognizes the value of pooling resources, expertise, and insights to enhance the effectiveness and impact of initiatives (Burt, 2005; Cummings & Kiesler, 2005; Provan & Milward, 2001a)

According to the research findings, the collaboration process within the Millennials Posyandu program has been driven by a concerted effort to address the specific needs of each participating actor. Each actor shares a common objective, which revolves around prioritizing the well-being of the youth community as the central focus of the program's implementation. This shared goal has fostered a cohesive environment that has resulted in the development of a program capable of efficiently accommodating a diverse range of actors while collectively pursuing shared objectives.

To facilitate information sharing among the involved actors, the Millennials Posyandu program employs group chat media on the WhatsApp application. This digital platform serves as a means of effectively disseminating information, updates, and insights. In instances where challenges arise that require more comprehensive resolution, these issues are addressed collectively during cross-sectoral meetings convened every three months. It's worth noting that the frequency and structure of these "posmil" cadre meetings vary across different regions, adapting to the unique dynamics and activities of the youth groups, which play a pivotal role in driving the Millennials Posyandu program's success.

Overall, the research findings underscore a collaborative and dynamic approach to the program's implementation, centered around tailoring efforts to cater to the needs of each participant, fostering a shared commitment to youth well-being, and utilizing modern communication tools and periodic cross-sectoral meetings to ensure effective information sharing and problem-solving.

3. Network Density

Network density, in the context of partnership and collaboration, refers to the level of interconnectedness and interaction among various entities within a network. It measures the extent to which partners or actors in a network are connected to one another and actively engaged in collaborative activities. Higher network density often indicates a stronger and more cohesive network where information, resources, and ideas flow more freely (Borgatti et al., 2015; Neal, 2015; Provan & Milward, 2001b; Valente, 2010; Wasserman & Faust, 1994).

Network density refers to the degree of interconnectedness and collaboration among partners within a network. Evaluating the presence of a Memorandum of Understanding (MoU), the clarity of authorities and responsibilities, the sufficiency of the collaboration process, and the involvement of various actors can provide valuable insights into the strength and effectiveness of the partnership network.

The Millennials Posyandu program engages a diverse range of actors through established Memorandums of Understanding (MoUs), outlining their roles and responsibilities in the initiative. The following actors are involved in the program: (a) Office of Occupation Control, Family Planning, Women's Empowerment and Child Protection: This actor plays a role in addressing issues related to occupation, family planning, women's empowerment, and child protection. Their responsibilities align with these areas, contributing to the holistic well-being of adolescents. (b) Ministry of Religious Affairs: The Ministry of Religion focuses on aspects related to religious education and guidance, which includes offering materials on topics such as early marriage. Their involvement contributes to addressing cultural and religious dimensions of adolescent health. (c) Community

and Village Government Service: This actor represents the local government's involvement, facilitating collaboration at the community level. Their role ensures that the program's implementation is closely aligned with the needs and dynamics of the community. (d) Department of Education and Culture: This actor takes charge of educational aspects, contributing to the provision of knowledge and awareness on various subjects, such as adolescent health and related issues. (e) Pangkajene and Island Police Station: The police station is responsible for delivering education on subjects like early drug awareness, emphasizing the legal consequences associated with psychotropic narcotics and other addictive substances. (f) Pangkajene and Island Administration and Cooperation Section of SETDA (Regional Secretariat): This actor provides administrative support, fostering coordination and cooperation among the various parties involved.

According to research results, each actor has demonstrated a commitment to fulfilling their duties and responsibilities as outlined in the MoUs. The collaboration is functioning effectively, with actors delivering education on their respective areas of expertise. This encompasses the police providing information on drug awareness and legal implications, the Ministry of Religion addressing early marriage concerns, and other actors contributing materials and insights related to adolescent health. The coordinated efforts of these diverse actors contribute to the comprehensive success of the Millennials Posyandu program.

4. Reorienting of Services

Reorienting services in capacity building through a partnership approach involves shifting the focus, structure, or delivery of services to better align with the goals of capacity building and the needs of the target population. This approach recognizes that effective capacity building often requires a transformation in how services are provided, emphasizing collaboration, empowerment, and sustainability. Reorienting services, as highlighted in various expert perspectives and references, involves transforming the delivery of services to align with evolving needs, shifting priorities, and emerging trends (Frenk & Moon, 2013; Nolte, 2008; Starfield, 1998).

Youth health services provided at Posyandu encompass a range of promotive and preventive efforts. These efforts include: (a) Healthy Life Skills Education (PKHS): Empowering youth with practical life skills to make informed decisions regarding their health and well-being. (b) Adolescent Reproductive Health: Offering guidance and support on matters related to reproductive health, ensuring informed choices among adolescents. (c) Mental Health and Prevention of Drug Abuse: Addressing mental health concerns and equipping youth with knowledge to prevent drug abuse. (d) Nutrition and Physical Activity: Promoting healthy eating habits, physical activity, and overall well-being. (e) Prevention of Non-Communicable Diseases: Raising awareness about the prevention of non-communicable diseases through lifestyle choices. (f) Prevention of Violence in Adolescents: Providing guidance to prevent violence and fostering respectful relationships.

In the Millennials Posyandu program's practical implementation, the primary focus remains on core services, which encompass counseling, informative health education, health services, and early disease detection. However, other developmental activities outlined in the program have yet to be fully executed.

One consequence of this limited scope of implementation has been a lower level of youth participation in the program. The formal implementation of the Millennials Posyandu initiative has contributed to this challenge. To address this, it's crucial to adopt engaging and varied methods in both the service and education processes. By utilizing non-monotonous approaches, the program can appeal to the youth demographic and enhance their participation. This might involve interactive sessions, creative workshops, and incorporating technologies or mediums that resonate with the millennial generation. Diversifying the strategies used to deliver services and education can lead to increased enthusiasm and engagement among youth, ultimately achieving the intended goals of the Millennials Posyandu program.

IV. CONCLUSION

Capacity building in millennials integrated service post of Pangkajene and Island Regency through a partnership approach. Community activation has been well implemented, this can be seen through The Millennials Posyandu's progressive implementation across villages signals successful activation, aligned with its target. Collaboration and information sharing are vital cornerstones in capacity building. The Millennials Posyandu program illustrates this through a dynamic approach, catering to individual needs, fostering a shared commitment to youth well-being, and employing modern communication tools. Cross-sectoral meetings further enhance problem-solving and adaptability. This underscores that effective capacity building thrives on collaborative efforts and efficient information exchange. Network density is a pivotal gauge of effective partnerships. Research reveals that the Millennials Posyandu program's actors, committed to their roles under MoUs, contribute diverse expertise. This collaborative approach, spanning various domains such as drug awareness, early marriage, and adolescent health, highlights the success of the program's partnership network. Reorienting services in partnership-based capacity building involves adapting service delivery to align with goals and target needs. The Millennials Posyandu program primarily focuses on core services but faces challenges in youth participation due to its formal nature. To address this, diverse and engaging approaches, like interactive sessions and technology integration, can invigorate youth involvement and enhance program success.

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