



The Influence of Integrated Management Neonatal and Childhood Illness Training on Knowledge, Attitude, Motivation and Compliance of Midwife Neonatal Visit

Yuda Ayu Timorini^{1✉}, Oktia Woro Kasmini Handayani², Rr. Sri Ratna Rahayu²

¹. Health Department of Tegal Regency,, Indonesia

². Universitas Negeri Semarang, Indonesia

Article Info

Article History :
Accepted 21 Oktober
2019

Approved 16
January 2020

Published 20 April
2020

Keywords:

IMNCI, Knowledge,
Attitude,
Motivation,
Compliance of
Neonatal Visit

Abstract

Neonatal mortality rate (NMR) in Tegal Regency from 2015-2017 has contributed significantly to infant mortality, which is 70-81% and is ranked the 3rd largest in neonatal deaths in Central Java Province. One reason is the level of knowledge and handling of officers in the steps of Integrated Management of Neonatal and Childhood Illness (IMNCI) in neonatal visits is still low. This study aims to simultaneously analyze the influence of IMNCI training on midwives' knowledge, attitudes, motivations and compliance of neonatal visit in Tegal Regency. This study used a quasi-experimental research design with a pretest-posttest design with a control group design, with a sample of 54 respondents namely 27 midwives as a control group and 27 midwives as an intervention group. The results showed a simultaneous difference in the intervention group between IMNCI training on knowledge, attitudes, motivation and compliance of midwife neonatal visit in Tegal Regency where the results of the Manova analysis showed a significance value of less than 0.05 ($p = 0,000$). The results of this study can be taken into consideration in taking the policy of the IMNCI program as one of the actions to increase the achievement of neonatal visits with IMNCI approach in an effort to reduce morbidity and infant mortality, especially in neonatal period.

© 2020 Universitas Negeri Semarang

✉ Correspondence Address:

Health Department of Tegal Regency Jl. Dr. Soetomo No IC, Slawi,
Tegal, Indonesia
E-mail: yudaayu30@gmail.com

p-ISSN 2528-5998
e-ISSN 2540-7945

INTRODUCTION

According to Adetola et al., 2011 in the journal (Mafticha, 2016), the neonatal period is the first twenty-eight day period of life which is a vulnerable period of life, during which infants are vulnerable to illness and death. About 3 million neonates die every month globally due to lack of proper care (Zuraida, 2018). Neonatal mortality itself can be prevented by providing a minimum neonatal care package.

The neonatal mortality rate (NMR) in Indonesia in a five-year period (2010-2015) is 32 on 1,000 live births where 60% of infant deaths occur during the neonatal period. NMR is the number of infant deaths less than 28 days (0-28 days) per 1,000 live births within one year. NMR describes the level of maternal and child health services. The high NMR shows the lower level of maternal and child health services (Indonesian Ministry of Health, 2014).

The NMR tendency in Tegal Regency in the past three years is still below NMR of Central Java Province. NMR in Tegal Regency has been below the national and Central Java Province, but the NMR still contributes quite high to infant mortality at 70-81% and in 2017 was ranked the third largest neonatal death from 17th in 2016 at Central Java Province (Tegal Regency Health Departement, 2018).

The causes of neonatal death can largely be prevented and treated cheaply and influenceively. According to Haileamlak et al., 2010 to overcome this, WHO and UNICEF designed an *Integrated Management of Childhood Illness* (IMCI) strategy that expanded to include *Integrated Management of Neonatal and Childhood Illness* (IMNCI) aged less than 2 months both in a healthy and sick condition. Neonatal visits (NV) using the IMNCI algorithm are considered cost influenceive to reduce neonatal mortality by 30-60% (Iraningsih & Azinar, 2017).

NV coverage in Tegal Tahun is more often based on review of documentation / reports only, and whether officers carry out the

IMNCI steps appropriately is rarely considered. This results in the process of early detection, treatment, prevention of a disease, or danger signs that can not run properly, so that the number of complications and neonatal mortality has increased.

IMNCI training is very important for midwives' performance in implementing NV according to IMNCI guidelines. Training or training that has been followed by someone who is related to their field of work will be able to affect one's skills and mentality and will increase their confidence in their abilities. This will have a positive influence on the performance of midwives who have attended the IMNCI training (Putra & Djuwita, 2012).

The purpose of this study was to analyze the influence of the 2015 version of the IMNCI training on knowledge, attitudes, motivation and compliance of midwives' neonatal visits in Tegal so that the hope is that this study can make a positive contribution to society in general and to young infants especially in obtaining neonatal visit services that quality because midwives who receive this IMNCI training will be more consistent in providing neonatal visit services using the IMNCI approach.

METHOD

This study used a quasi-experimental research design in the form of pretest-posttest with control group design. The study population was all midwives in the work area of the Tegal Regency Health Department. The sample of this study was 54 midwives which were divided into two groups: 27 midwives in the experimental group with the treatment of the 2015 version of the IMNCI training and 27 midwives as the control group with the treatment of the 2015 version of the IMNCI leaflet. The sampling technique in this study was determined using a non propability sampling technique with Purposive Sampling approach

The instruments used in this study were questionnaires, observation sheets and test questions. The research questionnaire contained respondents' knowledge, attitudes and motivations about the 2015 version of the IMNCI that had been validated. While the observation sheet or direct observation contains the compliance of midwives neonatal visits with the IMNCI approach that has been made by the Indonesian Ministry of Health.

Quantitative data analysis to determine the influence of independent variables using the Manova test (Multivariate Analysis of Variance) with Hotelling Trace while to determine the difference in the increased results using the n-gain test.

RESULTS AND DISCUSSION

The research data were obtained from the pretest and posttest both for the experimental group and the control group. The pretest and posttest data from the measurement of knowledge, attitudes, motivation, and compliance of the midwives' neonatal visits were subsequently converted into n-gain values. The average n-gain value from the measurement of knowledge, attitudes, motivation and compliance of midwives' neonatal visits is presented in Figure 1.

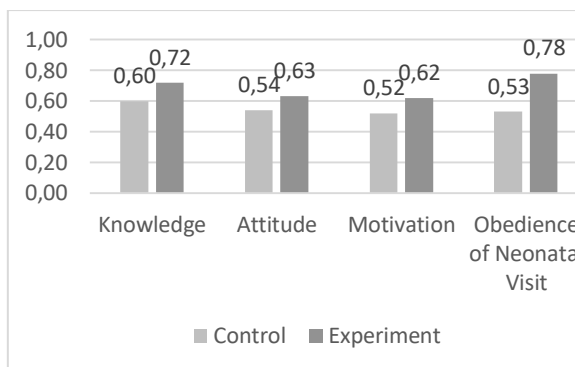


Figure 1. N-gain Value

The n-gain value obtained from the measurement results of pretest and posttest shows the results for the experimental class are

higher than the control class. This means that the increase in scores in the experimental group is higher than the increase in the control group. Hida in his research concluded that if there was an increase in the value of pretest to posttest it could be interpreted as an increase in the quality of respondents / trainees (M & Mardiana, 2011).

Before conducting a hypothesis test using Manova, the assumption test that must be fulfilled is the normality test, the variance homogeneity test and the Box's test.

The test statistic used in the normality test is the Shapiro-Wilk test statistic. The results of the n-gain normality analysis showed that the significance values of the two experimental and control groups were 0.939 and 0.365, respectively, greater than the 0.05 significance level. Thus, the samples from the experimental class and the control class come from normally distributed populations.

Homogeneity test uses the Levene test. Levene test results obtained significance values greater than 0.05 so it can be concluded that the four dependent variables have variance from the same or homogeneous population.

Box's M test results obtained significance values greater than 0.05 so that it can be concluded that the matrix variance of the population is the same or homogeneous, so that the Manova test can be continued. The results of the manova test in this study are presented in Table 1.

Table 1. The Result of Manova Test

Influence	Sign	Note	Conclusion
Hotelling's Trace	0,000	H ₀ rejected	There is an influence of IMNCI training of 2015 version toward midwives' knowledge in Tegal Regency
Hotelling's Trace	0,000	H ₀ rejected	There is an influence of IMNCI training of 2015 version toward midwives' attitude in Tegal Regency
Hotelling's Trace	0,000	H ₀ rejected	There is an influence of IMNCI training of 2015 version toward midwives' motivation in Tegal Regency
Hotelling's Trace	0,000	H ₀ rejected	There is an influence of IMNCI training of 2015 version toward the compliance of midwives' neonatal visit in Tegal Regency
Hotelling's Trace	0,000	H ₀ rejected	There is a simultaneous influence of IMNCI training of 2015 version toward midwives' knowledge, attitude,

motivation and the compliance of midwives' neonatal visit in Tegal Regency

This study aims to analyze the presence or absence of the influence of the 2015 version of the IMNCI training on increasing knowledge, attitudes, motivation and compliance of midwives' neonatal visits in Tegal Regency. The study used a validated instrument in the form of a questionnaire. The results of the validation of 57 midwives in Tegal Regency used content validity and construct validity and the reliability results showed the instrument was suitable for use.

The research lasted for 2 days for the intervention group namely the treatment of the 2015 version of the IMNCI training. The training process focused on developing midwife knowledge, namely the process of providing material. The process of providing material is carried out by resource persons who have the capacity, good credibility in their field.

The 2015 version of the IMNCI training resource was able to provide information / messages, the knowledge he had to midwives in Tegal Regency, so as to increase the knowledge of midwives. These results are in line with research Buomana, et al., 2017 that informants have a positive influence on the knowledge of trainees. Elnaga, et al., 2013 in a journal (Edy Kumara & Utama, 2016) states that without proper training employees do not receive information and develop skills to the maximum potential used to complete tasks. Employees who undergo proper training tend to take longer to keep work.

The Influence of the 2015 Version of the IMNCI Training on Midwife Knowledge in Tegal Regency.

The results of the analysis using the Manova test showed that there was a

significant influence on the 2015 version of the IMNCI training on knowledge (p value = <0.05). Knowledge of midwives measured includes the basic concepts of IMNCI, assessment and classification, actions and treatment, counseling for mothers and follow-up services. The results showed that the level of midwife knowledge in the intervention group was better compared to the control group. Increased knowledge of midwives is obtained from the measurement of knowledge pretest and posttest scores. Pretest was done before giving treatment and posttest was done after giving treatment to the intervention group with the 2015 version of IMNCI training.

Based on the results of research that has been done and the treatment that has been given to the sample has given a significant difference in the knowledge competence of midwives who were given training on the 2015 version of IMNCI with those who were only given leaflets about the 2015 version of IMNCI. The control class only gave a gain value of 0, 22 and the intervention class showed a greater gain value than the control class that is equal to 0.44. These results indicate that providing IMNCI training to midwives in Tegal Regency can improve knowledge outcomes.

These results are in line with research by Risnah, et al., 2018 in his research which suggests the influence of training on the knowledge of health workers. IMNCI training has a positive influence on midwives' knowledge because this training has the aim of developing knowledge. Knowledge is a very important domain for the formation of one's actions because new behavior is based on knowledge (Notoatmodjo in Wawan and Dewi: 2010). Someone's knowledge is usually obtained from experience that comes from various sources such as, print media, online media, manuals, health workers and so on. In line with what was conveyed by Wahyuningsih that knowledge change can be achieved with a training, where the training carried out must be with the right methods and appropriate

learning conditions (Endang Wahyuningsih, 2015).

The knowledge gained during the training is based on several topics, namely the basic concept of IMNCI, assessment and classification, actions and treatment, counseling for mothers and follow-up services. The interventions provided were in the form of training and the provision of technical guidance on IMNCI able to increase the knowledge of village midwives about IMNCI (Putra & Djuwita, 2012). This is in line with research Salaudeen (2011) in the journal Solehati, et al., 2015 which found that health education statistically influences the increase in knowledge, as also presented by Sujiyanto, 2014 in the journal Risnah, et al., 2018 that there are the relationship between knowledge, training and availability of facilities, so that training activities as an effort to improve the quality of health services are needed. Even research conducted by Cunha (2014) in the research journal Mulyawati, et al., 2017 states that the existence of health education through training is an influenceive tool to increase knowledge.

Researchers also assume that high knowledge about IMNCI in midwives / trainees is due to being a long time officer so that a lot of experience and knowledge is gained. The higher the knowledge gained, the higher the prevention of neonatal death, conversely the lower the knowledge the lower the prevention of neonatal death.

The Influence of the 2015 Version of the IMNCI Training on Midwife Attitudes in Tegal Regency.

The results of statistical calculations in this study indicate that there is an influence between training and the attitude of midwives (p value = <0.05). The results showed a positive increase in the attitude of midwives before the IMNCI training and after the IMNCI training. The increase in midwife attitudes from the n-gain score showed that the

control group had an n-gain score of 0.09 and the intervention group was 1. The factors that played an important role in changing the attitude of trainees were positive reactions / responses to the 2015 version of IMNCI training given by trainers who are competent in their fields. Sarwono (2003) states that a person's attitude can change by obtaining additional information about the object, through persuasion and pressure from social groups. The 2015 version of the IMNCI training is intended as a form of participation in increasing the knowledge, attitudes, motivation, and compliance of midwives' neonatal visits so that it changes the respondent's behavior towards the neonatal visit management system with the IMNCI approach.

Attitudes towards an object will determine its intention to conduct behavior (Ajzen in Azwar, 2013). Sulistya (2005) proved a significant influence between training and attitude. Attitudes are produced from insight and knowledge of the life lived. The more intelligent and enlightened insight and knowledge, the more positive one's attitude will be. Attitudes influence midwife behavior through a reasonable decision-making process. One of the goals of the 2015 version of the IMNCI training is to enhance positive attitudes about midwives' neonatal visits using the IMNCI approach. In line with what was conveyed by Hartaty, et al., 2018 that the purpose of education or training is to describe the behavior or attitude that will be achieved and can overcome existing health problems, which are a reflection of the behavioral and environmental phases. Trainees are expected to learn to become superior individuals through the development of attitudes, emotions, thought patterns, and character. This statement is in line with the statement of Rusnilawati., Et al., 2016 that the training had a positive impact on the attitude of midwives during neonatal visits.

Midwives who participate in training will increase their confidence and knowledge which will change the attitude of midwives in the management of IMNCI in accordance with standards. Azwar (2008) argues that the formation of attitudes mainly occurs because of education in addition to personal experiences, cultural influences, mass media, and emotional ones. Based on the results of research on the relationship of knowledge and attitudes carried out by Bawelle et al., 2013 states there is a relationship between knowledge acquired after training on the attitudes of trainees. According to Kamil (2012), training is aimed at changing positive attitudes and behaviors to instill new habits, as expressed by Hartaty, et al., 2018 in his research in the working area of the Ulee Kareng Health Center in Banda Aceh in 2017 to get knowledgeable health cadres in 2017 high because the health team conducts training for cadres, so that cadres are able to develop themselves (Hartaty, Riza, & Anidar, 2018). A similar thing was said by Azwar (2013) in a journal (Maria, 2015) that a change in attitude is needed in health care because as humans we sometimes act as agents of change or subject to change.

The Influence of the 2015 Version of the IMNCI Training on Midwife Motivation in Tegal Regency.

The results of statistical calculations in this study indicate that there is an influence between training and midwife motivation ($p = <0.05$). The training provides a forum for arousing midwife self-motivation. If midwives are given IMNCI training, midwives will feel confident in conducting IMNCI. Motivation is a behavior that will determine the needs and is the power to encourage someone to do something to achieve the goal (Uno, 2008). Work motivation is a group of drivers that have characteristics: originating both from within and from outside the individual; can cause work behavior; and also can determine the

form, purpose, intensity, and duration of work behavior (Purbadewi & Ulvie, 2013).

The 2015 version of the IMNCI training can improve midwives' knowledge and skills. Mastery of the 2015 version of the IMNCI material obtained after the training can increase the confidence of the trainees. Firm confidence in someone who will increase confidence to trust the source of trust. The existence of firm confidence will make someone motivated to achieve goals. The 2015 version of the IMNCI training was not only given material on knowledge and skills but also provided psychiatric training that could increase the motivation of trainees.

From the research results of Julianry, et al., 2017 it was found that training had a significant influence on motivation. In this case training is a place to generate employee self-motivation. If the employee is given training at the office, then the employee will feel confident in carrying out his duties at the office. The more training that is given, the more knowledge is gained by employees, so that employees will be easier to complete their work. This is in line with what was conveyed by Dewi and Laras (2014) in the journal Julianry, et al., 2017 that motivation will provide opportunities for employees to increase employee passion and morale.

High motivation will encourage someone to actively do an activity (Solehati, Susilawati, Lukman, & Kosasih, 2015). As stated by Priyambada (2016) that achievement motivation increases the influence on improving the learning outcomes of floor gymnastics (Priyambada, KS, & Handayani, 2016). This is in line with Wijaya's research (2013) in the journal Solehati, et al., 2015 that health cadres who have high motivation have the possibility to be active 15 times greater than low motivation.

According to Satria, et al., 2013, another thing that affects work motivation is by conducting training of employees, by conducting training it is certainly expected to

be able to increase work motivation and competence, because with training it is felt that it will increase knowledge, knowledge, and knowledge gained can increase work motivation.

The Influence of the 2015 Version of IMNCI Training on the Compliance of Midwives' Neonatal Visits in Tegal Regency.

The results of statistical calculations in this study indicate that there is an influence between training and compliance with midwives' neonatal visits ($p = <0.05$). According to Thoha (2004) in the journal Fatkhiyah (2015), compliance is one of the factors that influence changes in a person's behavior and underlies his activities. Obedience is a human behavior that obeys the rules, orders, procedures and discipline (Fatkhiyah, 2015). Midwife compliance in relation to IMNCI is defined as adherence to carry out neonatal detection in accordance with established procedures.

This statement is supported by Suryaningtyas (2012) which states that there is a relationship between knowledge and the performance of midwives during neonatal visits. The results of other studies that support this statement are research Rizka, et al., 2017 which states that knowledge is one of the factors that will affect compliance (Zahara, Effendi, & Khairani, 2017). In line with research conducted by Kartika that health workers who have high knowledge have 26.25 times the opportunity to implement a universal alert program because knowledge is one of the factors related to one's health behavior, in this case is one's adherence to the application of universal vigilance in the workplace (MH & Rahayu, 2017). Even Bawelle, et al., 2013 states that knowledge is an important factor in someone's decision making. The above knowledge according to Iraningsih, et al., 2017 is the knowledge of midwives that can be obtained through education and training. The results of an intervention study in South Africa

resulted in training increasing the knowledge of health workers and increasing knowledge proven to increase the clinical skills of officers in implementing IMNCI (Wood, 2010). The same thing was conveyed by Erwin, et al., 2017 that the knowledge gained after attending the training has a great influence on attitude and compliance (Erwin, Machmud, & Utama, 2017).

The Influence of the 2015 Version of the IMNCI Training on Knowledge, Attitude, Motivation and Compliance of Midwives' Neonatal Visits in Tegal Regency.

Statistical analysis showed that there was a simultaneous influence between the 2015 version of the IMNCI training on knowledge, attitudes, motivation and compliance of midwives' neonatal visits in Tegal with a value of $p = <0.05$. The results also showed an increase in pretest to posttest scores. It can be concluded that the training given to respondents increases the knowledge, attitudes, motivation, and compliance of respondents' neonatal visits. Hida in his research concluded that if there was an increase in the value of pretest to posttest it could be interpreted as an increase in the quality of respondents / trainees (M & Mardiana, 2011).

According to Zuraida (2018) in his research concluded that there is a relationship between knowledge and attitude with compliance with neonatal visits. Based on the results of the previous discussion, this study had a positive impact on the knowledge of midwives. Good knowledge will support the midwife to have a positive attitude and influence her intention in complying with neonatal visits.

Training is a series of activities designed to improve one's skills, knowledge, experience or changing attitudes. The training is intended to improve the mastery of various skills and specific work implementation techniques, in detail and routine (Widodo, Alamsyah, & Utomo, 2018).

According to research (Mahardaning, 2010) in addition to knowledge that affects compliance there are also motivational factors. Motivation is the drive to do positive things for herself and others.

Research Rahayu, et al., 2014 concluded the higher the respondent's knowledge, the higher the attitude assessment. This is in line with Anggun's research which concluded a positive relationship between knowledge and attitudes about schistosomiasis (Anggun Wiwi Sulistin, 2015). Health education is an educational concept that is applied to the health sector. The basic concept of education is a learning process that means changing attitudes, improving knowledge, and / or increasing the skills of participants after completing the training program. Training participants are said to have learned if in themselves has experienced a change in attitude, improved knowledge, and increased skills.

According to Atmodiworo in the journal Mochtar et al., 2017, Training is an activity designed to help workers gain knowledge, skills and improve attitudes, behaviors needed to carry out work well. Training is one of the efforts in improving the quality of human resources in the world of work. Health workers, both new and already employed need to take part in training because of the demands of work that can change due to changes in the work environment, strategies and so on. This is in line with the theory of Retno (2013) in the journal Wahyuningsih, et al., 2015 states that training is an activity to improve skills, knowledge and attitudes in order to improve current and future performance.

Several studies explain the relationship between knowledge, attitudes, motivation and compliance such as research (Sahanggamu & Mandey, 2014) in a journal (Julianry et al, 2017) that training for employees is a process of teaching certain knowledge and expertise and attitudes so that employees become more skilled and able carry out their responsibilities better, in accordance with their respective

capacities and motivation or encouragement is one of the factors towards compliance behavior (Astuti & Koesyanto, 2011).

Based on research from (Rusmilawati, Adhani, & Adenan, 2016) that the dependent variables in the form of knowledge, attitudes, and irrational treatment of diarrhea are entirely influenced by training where knowledge is the most influential variable among other dependent variables.

Sultana et al., 2012 in a journal (Safitri, 2013) explained that training is a key element to improve performance, the same thing was said by Atmodiwirio (2002) in a journal (Putri, 2017) which states that training is an activity designed to help workers gain knowledge, skills and improve attitudes. Training is also one form of coaching that can be strived to make workers compliant. Even research (Ernawati, 2012) titled improving knowledge and skills in diabetes management through diabetes training for health cadres says that training can be said to be influenceive if it can produce changes in knowledge, improve attitudes, improve skills and compliance and even influence changes in behavior or lifestyle individuals, families and people with diabetes.

CONCLUSION

There was a simultaneous influence on the 2015 version of the IMNCI training on midwives' knowledge, attitudes, motivation and compliance before and after the 2015 version of the *Integrated Management of Neonatal and Childhood Illness* (IMNCI) training.

ACKNOWLEDGMENT

Acknowledgments were conveyed to the Head of Tegal Regency Health Department, all participants and all parties who have provided assistance in the implementation and completion of this study.

REFERENCES

- Abraham Haileamlak, Sirak Hailu, Hailu Nida, Teshome Desta, T. T. (2010). Evaluation of Pre-Service Training on Integrated Management of Neonatal and Childhood Illness in Ethiopia. *Ethiop J Health Sci.*, 20(1), 1–14.
- Anggun Wiwi Sulistin, I. N. W. (2015). Hubungan Tingkat Pengetahuan dengan Sikap Masyarakat tentang Skistosomiasis di Kecamatan Lindu Kabupaten Sigi Sulawesi Tengah Tahun 2015. *MEDIKA TADULAKO, Jurnal Ilmiah Kedokteran*, 2(2), 49–57.
- Astuti, N. S., & Koesyanto, H. (2011). Faktor Ibu Balita yang Berhubungan dengan Kepatuhan Follow Up Penderita Pneumonia. *KEMAS: Jurnal Kesehatan Masyarakat*, 6(2), 127–133.
- Azwar, S. 2015. *Sikap Manusia Teori dan Pengukurannya*. Yogyakarta: Pustaka Pelajar
- Bawelle, S. C., Sinolungan, J. S. V., & Hamel, R. S. (2013). Hubungan Pengetahuan Dan Sikap Perawat Dengan Pelaksanaan Keselamatan Pasien (Patient Safety) Di Ruang Rawat Inap RSUD Liun Kendage Tahuna. *Ejournal Keperawatan (e-Kp)*, 1(1), 1–7.
- Dinas Kesehatan Kabupaten Tegal. 2018. *Data Laporan Program Kesehatan Anak Kabupaten Tegal Tahun 2018*. Slawi: Dinas Kesehatan Kabupaten Tegal.
- Edy Kumara, I., & Utama, I. (2016). Pengaruh Pelatihan Terhadap Kinerja Karyawan Dengan Mediasi Kepemimpinan Pada Hotel Satriya Cottages Kuta Bali. *E-Jurnal Manajemen Universitas Udayana*, 5(3), 1399–1428.
- Endang Wahyuningsih, S. H. (2015). Pengaruh Pelatihan Pemberian Makan pada Bayi dan Anak terhadap Pengetahuan Kader di Wilayah Puskesmas Klaten Tengah Kabupaten Klaten. *MOTORIK*, 10(21), 56–64.

- Ernawati. (2012). Peningkatan Pengetahuan dan Keterampilan Manajemen Diabetes Melalui Pelatihan Manajemen Diabetes. *Jurnal Keperawatan Indonesia*, 15(2), 123–128.
- Erwin, R. ., Machmud, R. &, & Utama, I. . (2017). Hubungan Pengetahuan dan Sikap Ibu Hamil dengan Kepatuhan dalam Mengonsumsi Tablet Besi di Wilayah Kerja Puskesmas Seberang Padang Tahun 2013. *Jurnal Kesehatan Andalas*, 6(3), 596–601.
- Fatkhiyah, N. (2015). Motivasi, Kualitas Supervisi Dan Kepatuhan Bidan Dalam Mendeteksi Preeklampsia. *Jurnal Kesehatan Masyarakat*, 10(2), 195-
- Hartaty, N., Riza, S., & Anidar, D. (2018). Perilaku Kader Kesehatan Tentang Manajemen Terpadu Bayi Muda. *Jurnal Aceh Medika*, 2(1), 204–212.
- Iraningsih, W., & Azinar, M. (2017). Praktik Bidan Dalam Penggunaan Algoritma Manajemen Terpadu Bayi Muda Pada Kunjungan Neonatal. *Unnes Journal of Public Health*, 6(1), 1–8.
- Julianry, A., Syarief, R., & Affandi, M. J. (2017). Pengaruh Pelatihan dan Motivasi Terhadap Kinerja Karyawan serta Kinerja Organisasi Kementerian Komunikasi dan Informatika. *Jurnal Aplikasi Bisnis Dan Manajemen*, 3(2), 236–245.
- Kamil, M. 2012. Model Pendidikan dan pelatihan (Konsep dan Aplikasi). Bandung: Alfabeta
- Kementerian Kesehatan Republik Indonesia. 2014. *Surveilans Kesehatan Anak (Seri Balita)*. Jakarta: Kementerian Kesehatan RI
- M.H, R. K., & Rahayu, R. S. R. (2017). Analisis Faktor Individu dan Faktor Penguat dengan Kepatuhan pada Kewaspadaan Universal di Layanan Kesehatan. *Public Health Perspective Journal*, 2(3), 206–214.
- M, H. F., & Mardiana. (2011). Keterampilan kader Posyandu sebelum dan sesudah pelatihan. *KEMAS - Jurnal Kesehatan Masyarakat*, 7(1), 25–31.
- Mafticha, E. (2016). Faktor yang Mempengaruhi Kejadian Kematian Neonatal di Indonesia. *Hospital Majapahit*, 8(2), 42–53.
- Mahardaning, A. B. (2010). Hubungan antara Pengetahuan, Motivasi, dan Dukungan Keluarga dengan Kepatuhan Terapi ARV ODHA. *KEMAS - Jurnal Kesehatan Masyarakat*, 5(2), 131–137.
- Maria, A. (2015). Sikap Dan Komunikasi Bidan Terhadap Tingkat Kepuasan Ibu Hamil Pada Pelaksanaan Antenatal Care. *Jurnal Vokasi Kesehatan*, 1(5), 136–141.
- Mochtar, A. O., Jayanti, S., & Kurniawan, B. (2017). Faktor-faktor yang Behubungan dengan Kepatuhan Pengemudi terhadap Penerapan Smith System di PT. Sucofindo Cabang Pekanbaru. *Jurnal Kesehatan Masyarakat (e-Journal)*, 5(5), 41–49.
- Mulyawati, I., Kuswardinah, A., & Yuniastuti, A. (2017). Pengaruh Pendidikan Kesehatan tentang Keamanan Jajanan terhadap Pengetahuan dan Sikap Anak. *Public Health Perspective Journal*, 2(1), 1–8.
- Priyambada, G., KS, S., & Handayani, O. W. K. (2016). Pengaruh Gaya Mengajar Resiprokal dan Motivasi Berprestasi terhadap Hasil Pembelajaran Senam Lantai. *Journal of Physical Education and Sport*, 5(1), 1–7.
- Purbadewi, L., & Ulvie, Y. N. S. (2013). Hubungan Tingkat Pengetahuan tentang Anemia dengan Kkejadian Anemia pada Ibu Hamil. *Nutrition Journal of Muhammadiyah University Semarang*, 2(1), 31–39.
- Putra, I. W. G. A. E., & Djuwita, R. (2012). Peningkatan Pengetahuan dan Penerapan Manajemen Terpadu Bayi

- Muda oleh Bidan Desa di Kabupaten Temanggung Tahun 2012. *Arc. Com. Health*, 1(2), 98–108.
- Putri, K. D. S. (2017). Analisis Faktor yang Berhubungan dengan Kepatuhan Menggunakan Alat Pelindung Diri. *The Indonesian Journal of Occupational Safety and Health*, 6(3), 312–322.
- Rahayu, C., Widiati, S., & Widyanti, N. (2014). Hubungan antara Pengetahuan, Sikap, dan Perilaku terhadap Pemeliharaan Kebersihan Gigi dan Mulut dengan Status Kesehatan Periodontal Pra Lansia di Posbindu Kecamatan Indihiang Kota Tasikmalaya. *Majalah Kedokteran Gigi Indonesia*, 21(1), 27–32.
- Risnah, R., Rosmah, R., Mustamin, M., & Sofingi, I. (2018). Pengaruh Pelatihan Terhadap Pengetahuan Tentang Gizi Buruk Dan Interprofessional Collaboration Petugas Puskesmas. *Jurnal Kesehatan*, 11(1), 61–71.
- Rusmilawati, R., Adhani, R., & Adenan, A. (2016). Pengaruh Pelatihan Terhadap Pengetahuan Sikap Dan Ketidakrasionalan Pengobatan Diare Non Spesifik Sesuai MTBS Pada Balita. *Jurnal Berkala Kesehatan*, 1(2), 52–59.
- Safitri, E. (2013). Pengaruh Pelatihan Dan Disiplin Kerja Terhadap Kinerja Karyawan. *Jurnal Ilmu Manajemen (JIM)*, 1(4), 1044–1054.
- Sahanggamu, P. M., & Mandey, S. L. (2014). Pengaruh Pelatihan Kerja, Motivasi, Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada Pt. Bank Perkreditan Rakyat Dana Raya. *Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 2(4), 514–523.
- Solehati, T., Susilawati, S., Lukman, M., & Kosasih, C. E. (2015). Pengaruh Edukasi terhadap Pengetahuan dan Skill Guru serta Personal Hygiene Siswa SD. *KEMAS - Jurnal Kesehatan Masyarakat*, 11(1), 135–143.
- Suryaningtyas, F. 2012. Faktor Terkait Kinerja Bidan Desa Dalam Kunjungan Neonatal Di Kabupaten Pati Tahun 2012. *Jurnal Penelitian Kesehatan Suara Forikes*, 4 (4): 180.
- Wawan, A., & Dewi, M. 2010. Pengetahuan, Sikap dan Perilaku Manusia. Yogyakarta: Nuha Medika
- Widodo, T., Alamsyah, N., & Utomo, C. B. (2018). Analisis Pengaruh Gaya Kepemimpinan, Disiplin Kerja Dan Pelatihan Kerja Terhadap Kinerja Karyawan Di PT Telkom Indonesia Cabang Batam. *Jurnal Industri Kreatif (Jik)*, 2(1), 97–104.
- Wood, 2010; Wood, D.L. 2010. IMCI revisited. *The South African Journal of Child Health*, 4 (2): 28-30
- Zahara, R. A., Effendi, S. U., & Khairani, N. (2017). Kepatuhan Menggunakan Alat Pelindung Diri (APD) Ditinjau dari Pengetahuan dan Perilaku pada Petugas Instalasi Pemeliharaan Sarana Dan Prasarana Rumah Sakit (IPRS). *Jurnal Aisyah : Jurnal Ilmu Kesehatan*, 2(2), 153–158.
- Zuraida, Z. (2018). Faktor-Faktor Yang Berhubungan Dengan Kunjungan Neonatus Di Wilayah Kerja Puskesmas Lubuk Kilangan. *Human Care Journal*, 1(2)