

Association Between Health Workforce Availability and Management with the Optimization of Stunting Prevention Services

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Abstract. *Stunting remains a significant public health challenge in Indonesia, particularly in Papua Province, where prevalence rates are high. Effective prevention at the primary health care level requires adequate availability and management of health human resources (HRH) to ensure optimal service delivery. This study aimed to examine the relationship between HRH availability and management and the optimization of stunting prevention services at Kosiwo Health Center, Yapen Islands Regency, Papua Province. An observational cross-sectional study was conducted, involving all 41 health workers engaged in stunting prevention using total sampling. Data were collected through a validated structured questionnaire and analyzed with SPSS, employing univariate and bivariate analyses, including the chi-square test at a significance level of $\alpha = 0.05$. The results indicated a significant relationship between HRH availability and management and the optimization of stunting prevention services. Health workers reporting adequate HRH management achieved higher rates of optimal service delivery (95.8%) compared to those with inadequate management (11.8%). These findings highlight that the proper availability and management of HRH are critical for enhancing stunting prevention programs. Strengthening HRH capacity, equitable distribution, and effective management are essential strategies to ensure the success of interventions aimed at reducing stunting in high-prevalence areas.*

Keywords: *Stunting prevention, health human resources, primary health care service optimization*

1. INTRODUCTION

Stunting remains a major public health challenge in Indonesia and is a national priority in health development. This condition results from chronic malnutrition, recurrent infections, and limited access to quality health services during the first 1,000 days of life. Beyond impaired physical growth, stunting negatively affects cognitive development and long-term human productivity (Martony, 2023).

According to WHO, Indonesia ranks third in Southeast Asia with a stunting prevalence of 36.4%. Although the Indonesian Nutritional Status Survey (SSGI) reported a national decrease from 24.4% in 2021 to 21.6% in 2022, Papua Province showed an increase to 34.6% (Wenno & Sarwani, 2024). The Yapen Islands Regency remains one of the regions with a high prevalence.

The availability and effective management of health human resources (HRH) are critical in optimizing stunting prevention services at the primary healthcare level. Inadequate numbers of trained personnel, uneven distribution, and poor coordination between sectors often hinder program implementation (Situmeang & Putri, 2021; Alfina & Azkar, 2024). Furthermore, weak

supervision, limited capacity-building programs, and insufficient workload management reduce service quality and communication effectiveness between health workers and the community (Arwidiana & Sudiari, 2024; Novianti, Purnaweni, & Subowo, 2021).

To address these challenges, strengthening HRH availability and management through adequate staffing, continuous training, and improved communication and coordination mechanisms is essential for optimizing stunting prevention efforts. Therefore, this study aims to analyze the relationship between the availability and management of health human resources and the optimization of stunting prevention services at Puskesmas Kosiwo, Yapen Islands Regency, Papua Province.

2. METODE

This study employed an observational approach with a cross-sectional design to determine the relationship between the independent and dependent variables measured at the same point in time. The dependent variable in this study was the *Optimization of Stunting Prevention Services* at Kosiwo Health Center, while the independent variable was the *Availability and Management of Health Human Resources (HRH)*, which included aspects such as the adequacy of staffing, distribution of personnel, workload management, training and capacity building, supervision, and intersectoral coordination among health workers.

The study was conducted at Kosiwo Health Center, Yapen Islands Regency, Papua Province, from September to December 2024. The study population comprised 41 health workers involved in stunting prevention programs, all of whom were included as samples using a total sampling technique. Data were collected using a structured questionnaire that had been tested for validity and reliability. Data processing was performed using the Statistical Package for the Social Sciences (SPSS) through several stages: editing, coding, data entry, and data cleaning. Univariate analysis was applied to describe the distribution of each variable, while bivariate analysis using the Chi-square test was conducted to examine the relationship between the availability and management of health human resources and the optimization of stunting prevention services, with a significance level of $\alpha = 0.05$.

3. RESULT AND DISCUSSION

a. Result

1) Characteristics of Health Workers

Table 1 presents the distribution of health worker characteristics at Kosiwo Public Health Center (Puskesmas), Yapen Islands Regency, Papua Province.

Table 1. Distribution of Health Worker Characteristics at Kosiwo Health Center, Yapen Islands Regency, Papua Province

Characteristics	Category	n	%
Gender	Male	13	31.7
	Female	28	68.3
Age Group (Years)	24–27	3	7.3
	28–31	8	19.5
	32–35	9	22.0
	36–39	10	24.4
	40–43	5	12.2
	44–47	4	9.8
	48–51	2	4.9
	Education Level	Diploma (D3)	15
Bachelor’s Degree		26	63.4
Total		41	100

Based on Table 1, most health workers were female (68.3%), and the majority were aged 36–39 years (24.4%). Regarding educational background, 63.4% held a bachelor’s degree, while 36.6% had a diploma-level education.

2) Communication-Based Health Service Policy

Table 2. Distribution of Communication-Based Health Service Policy at Kosiwo Health Center, Yapen Islands Regency, Papua Province

Communication-Based Health Service Policy	n	%
Passive	23	56.1
Active	18	43.9
Total	41	100

Table 2 shows that most health workers perceived the communication-based health service policy as passive (56.1%), while 43.9% considered it to be active.

3) Optimization of Stunting Prevention Services

Table 3. Distribution of Stunting Prevention Service Optimization at Kosiwo Health Center, Yapen Islands Regency, Papua Province

Optimization of Stunting Prevention Services	n	%
Not Yet Optimal	16	39.0
Optimal	25	61.0
Total	41	100

As shown in Table 8, 61.0% of health workers stated that stunting prevention services were optimal, while 39.0% considered them not yet optimal.

4. Relationship Between Communication-Based Health Service Policy and Optimization of Stunting Prevention Services

Table 4. Relationship Between the Availability and Management of Health Human Resources (HRH) and the Optimization of Stunting Prevention Services

Availability and Management of Health Human Resources (HRH)	Optimization of Stunting Prevention Services				χ^2 (p)
	Not Optimal		Optimal		
	n	%	n	%	
Not available	15	88.2	2	11.8	29,556 (0,001)
Available	1	4.2	23	95.8	
Total	16	39.0	25	61.0	

Table 4 shows that among the 17 health workers who stated that the management and availability of health human resources were not adequate, 88.2% reported that stunting prevention services were not optimal. In contrast, among the 24 respondents who reported that human resource management was adequate, only 4.2% indicated that the services were not optimal.

The results of the statistical analysis indicate that the calculated Chi-square value ($\chi^2 = 29.556$) is greater than the table value ($\chi^2 = 3.841$), and the significance value ($p = 0.001$) is less than $\alpha = 0.05$. This finding means that there is a significant relationship between the availability and management of health human resources and the optimization of stunting prevention services at Kosiwo Health Center, Yapen Islands Regency, Papua Province.

b. Discussion

Availability and Management of Health Human Resources (HR) is one of the fundamental aspects determining the success of health service delivery, including stunting prevention efforts. The results of this study indicate a significant relationship between the availability and management of health HR and the optimization of stunting prevention services ($p = 0.001$). This finding suggests that the better the management and adequacy of health personnel, the more optimal the services provided to the community, particularly in stunting prevention and management programs (Nurva & Maharani, 2023).

Adequate availability of health personnel, both in number and competence, plays a crucial role in the smooth implementation of various stunting interventions,

such as monitoring child growth and development, providing supplementary feeding, nutrition education, and counseling for pregnant women and mothers of toddlers. When the available HR matches the workload and possesses the necessary expertise, interventions become more targeted and effective (Septianda, Kurniawan, & Afnira, 2024).

Good HR management includes clear task distribution, regular supervision, periodic training, and continuous performance evaluation. In this study, respondents working at the Community Health Center (Puskesmas) reported that workloads were often uneven, and some personnel performed tasks beyond their expertise. This condition can reduce service quality, as health workers are unable to perform optimally according to their roles and capacities (Nurva & Maharani, 2023).

Furthermore, the imbalance in HR availability can lead to delays in implementing activities such as child weighing, home visits, or stunting case reporting. When the number of personnel is insufficient, priority activities often shift toward general services, causing promotive and preventive activities—core components of stunting prevention—to be neglected (Septianda, Kurniawan, & Afnira, 2024).

This study also found that health personnel who received training related to nutrition and stunting programs demonstrated better performance in delivering information to the community and were more proactive in case monitoring. This implies that HR development and capacity building are key to ensuring that stunting prevention programs run effectively at the primary healthcare level (Triuspita & Sihidi, 2024).

Moreover, this variable was recorded as the factor most strongly associated with the optimization of stunting prevention services, with an Exp(B) value of 5.796. This reinforces that the presence and management of health HR contribute most significantly to the success of the program. In other words, stunting prevention efforts cannot be maximized without competent, sufficient, and well-organized health personnel (Triuspita & Sihidi, 2024).

The study results show that among 17 health workers who reported the unavailability of HR management, 88.2% stated that stunting prevention services were not optimal. Meanwhile, among 24 health workers who reported the availability of HR management, only 4.2% stated that the services were not optimal. Statistical analysis revealed that the calculated chi-square value ($X^2 = 29.556$) > table value

(3.841), or p-value (0.001) < α (0.05). This means that the availability and management of health HR are significantly related to the optimization of stunting prevention services.

4. CONCLUSION

The results of this study indicate that the availability and management of health human resources (HRH) have a significant relationship with the optimization of stunting prevention services at Kosiwo Health Center, Yapen Islands Regency. Better management and adequate staffing lead to more effective implementation of stunting prevention and intervention programs. The findings emphasize that HRH both in terms of quantity, competence, and management is a key factor in the success of stunting prevention programs. Adequate availability of health personnel, clear task distribution, continuous training, as well as regular supervision and performance evaluation, have been shown to enhance the effectiveness of nutrition services and child growth monitoring. With a significance value of $p = 0.001$ and $\text{Exp}(B) = 5.796$, it can be concluded that the availability and management of health HRH contribute most significantly to the optimization of stunting prevention services. Therefore, efforts to improve HRH capacity, ensure equitable distribution of health workers, and strengthen HRH management systems at primary health care facilities are strategic steps to accelerate the reduction of stunting prevalence in the region.

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