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The Effect of Competence and Compensation on The Performance of Family Support Teams in Stunting Prevention Programs with Motivation as an Intervening Variable in Kabupaten Garut

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Abstract.
Background. Stunting remains a serious issue in Kabupaten Garut despite various intervention efforts.
Aims. This study analyzes the effect of competence and compensation on the performance of the Tim Pendamping Keluarga (TPK), with motivation as an intervening variable.
Methods. The research employs Partial Least Squares-Structural Equation Modeling (PLS-SEM) with 375 respondents selected using the Slovin technique. The Importance Performance Map Analysis (IPMA) approach was used to identify variables that greatly impact performance but need improvement.
Result. The study results show that competence significantly affects motivation, with a path coefficient of 0.549 and an f-square of 0.506 (high). Compensation also significantly positively affects motivation, with a path coefficient of 0.288 and an f-square of 0.139 (moderate). Motivation significantly affects performance, with a path coefficient of 0.367 and an f-square of 0.311 (high). Competence significantly influences performance, with a path coefficient of 0.503 and an f-square of 0.649 (high), while compensation moderately affects performance, with a path coefficient of 0.153 and an f-square of 0.079. Upsilon (υ) indicates that motivation mediates the relationship between competence and performance, with an Upsilon (υ) value of 0.076 (moderate), while for compensation and performance, the Upsilon (υ) value is 0.002 (low).
Conclusion. IPMA identifies that motivation has the highest impact on performance, followed by competence and compensation.
Recommendation. Recommendations include enhancing competence through technology training and implementing fairer compensation policies to improve motivation and performance in TPK for accelerating stunting reduction efforts.

Keywords: competence, compensation, motivation, performance, family assistance team, stunting, PLS-SEM, IPMA.

INTRODUCTION

Stunting is a significant public health issue that has garnered substantial attention from the Indonesian government in its efforts to develop a high-quality generation (Zuharyati & Hidayah, 2022; Karmila et al., 2024). The government has set a target to reduce the stunting

rate to 14% by 2024, implementing an accelerated strategy as outlined in Presidential Regulation No. 72 of 2021, which emphasizes the plan called Rencana Aksi Nasional Percepatan Penurunan Stunting (RAN PASTI). This strategy encompasses targeted assistance for families at risk of stunting, prospective brides and grooms, and Women of Reproductive Age (PUS), as well as the monitoring of vulnerable families to ensure timely and appropriate interventions. In its execution, the Family Assistance Team (TPK) serves as the frontline task force, comprising healthcare professionals, Family Welfare Empowerment Movement members, and Keluarga Berencana (KB) cadres. TPK plays a strategic role in providing health education, facilitating referral services, coordinating social assistance, and surveilling targeted groups at the village or sub-district level. Additionally, The team is responsible for overseeing the acceleration of stunting reduction from the earliest stages, beginning with pregnancy and extending to direct interventions addressing risk factors for stunting. This comprehensive approach is expected to enhance the overall effectiveness of the national stunting mitigation program (BKKBN, 2021).

In Kabupaten, stunting remains a pressing concern despite the implementation of various intervention programs. According to data from Dinas Pengendalian Penduduk, Keluarga Berencana, Pemberdayaan Perempuan dan Perlindungan Anak (DPPKBPPPA) of Kabupaten Garut, the stunting rate in 2023 reached 24.6%, marking a 0.5% increase from the previous year. The following figure presents the stunting prevalence data for Kabupaten Garut.

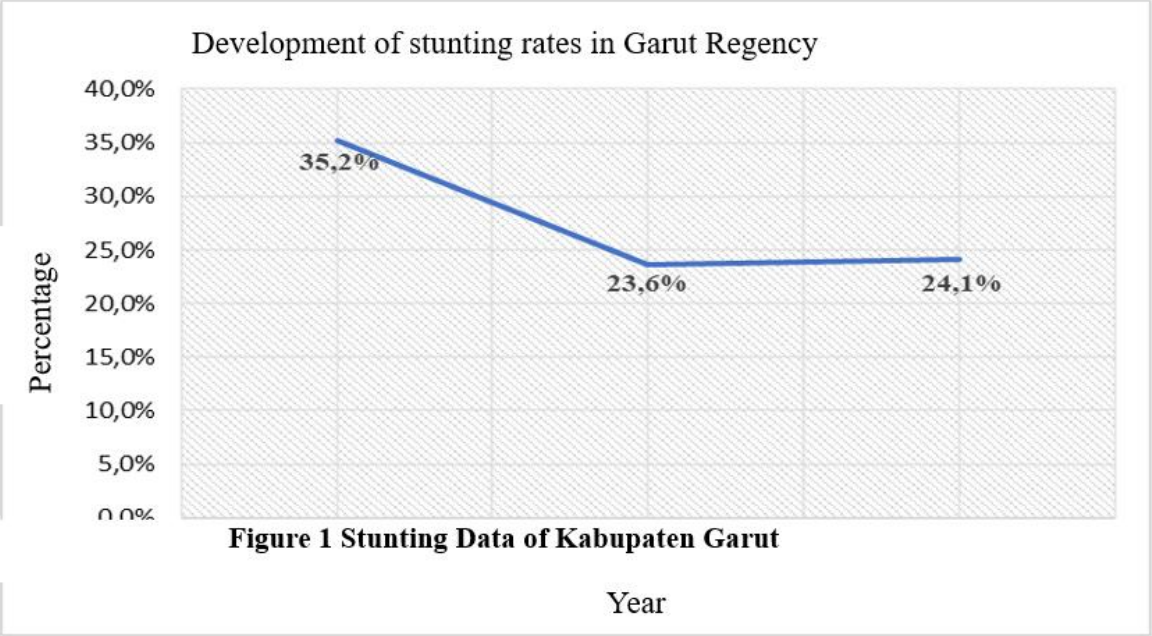

Figure 1 Stunting Data of Kabupaten Garut

Tim Pendamping Keluarga (TPK) in Kabupaten Garut plays a strategic role in accelerating stunting reduction; however, its performance remains suboptimal. Although the teams and their members are evenly distributed, the effectiveness of their assistance to key target groups continues to face several challenges. One of the primary issues is low competency in utilizing information technology, particularly the Electronic Siap Nikah dan Hamil (Elsimil) application, which is the primary tool for reporting prospective brides' health readiness and monitoring families at risk of stunting. The lack of technology training and digital literacy among TPK members has resulted in difficulties in operating this application, further exacerbated by technical issues such as unstable network connections and inadequate devices. Consequently, many TPK members struggle to educate prospective brides and grooms and provide timely reports, thereby reducing the effectiveness of the assistance program.

In addition to technological competency issues, compensation and supporting facilities pose significant challenges to improving TPK's performance. The compensation provided, which amounts to IDR 100,000 per month as reimbursement for internet quota, is deemed insufficient and is often not received regularly. Furthermore, the ambiguity in the payment system and non-transparent tax deductions have led to dissatisfaction among TPK members. Additionally, the lack of supporting facilities, such as mobile phones or laptops, to access the Elsimil application forces TPK members to use personal devices that often lack the necessary specifications. This condition further hampers effective reporting and reduces efficiency in assisting target families.

Public organizations' performance is influenced by internal and external factors, such as technology, work systems, work environment, competence, motivation, and compensation (Rahim, 2023). A well-designed compensation policy has been proven to enhance employee productivity and motivation (Gupta & Shaw, 2013). Hasibuan (2000) asserts that compensation encompasses all forms of rewards for employees, both monetary and non-monetary, which, if implemented relatively, can improve organizational performance.

Furthermore, motivation is crucial in driving performance, mainly when competence and compensation are not optimal (Setyo Widodo & Yandi, 2022). In the stunting prevention program, the Tim Pendamping Keluarga (TPK) performance depends on competence and motivation in carrying out their tasks. Motivation also serves as a mediating variable that strengthens the influence of competence and compensation on performance. According to Surajiyo et al. (2021), motivation can enhance the impact of compensation and competence on

performance. Thus, strategies to enhance motivation for TPK members are necessary to ensure the effectiveness of the stunting prevention program (Afifa, 2019).

LITERATURE REVIEW

Competence

Competence combines technical, managerial, social, and intellectual skills required to perform tasks effectively (Sedarmayanti et al., 2020). Competence consists of knowledge, skills, and behaviors that influence individual performance within an organization. In the context of TPK, competence is essential for delivering health education, family assistance, and effective reporting.

Compensation

Compensation refers to the remuneration organizations provide employees as a reward for their contributions. It includes salaries, bonuses, allowances, and non-financial benefits such as recognition and career development (Hasibuan, 2000). Adequate compensation can enhance employee motivation and performance.

Motivation

Motivation is the internal drive influencing an individual's behavior in achieving organizational goals. Based on Maslow's hierarchy of needs theory (as cited in Siagian, 2018), work motivation is influenced by fulfilling basic needs, including physiological needs, safety, social belonging, esteem, and self-actualization.

Performance

Performance refers to the outcomes achieved by an individual in carrying out assigned tasks. Mangkunegara (2018) states that performance is measured through quality, quantity, teamwork, responsibility, and initiative. TPK's performance is influenced by competence, compensation, and motivation.

Research Hypotheses

H1: Competence can positively improve motivation.

H2: Compensation has a positive effect on motivation.

H3: Motivation has a positive effect on performance.

H4: Competence has a positive effect on performance.

H5: Compensation has a positive effect on performance.

H6: Motivation mediates the relationship between competence and performance.

H7: Motivation mediates the relationship between compensation and performance.

Based on these factors, this study aims to analyze the influence of competence and compensation on TPK's performance, with motivation as an intervening variable in Kabupaten Garut. This research is expected to contribute scientifically to the development of human resource management theories and provide practical recommendations for enhancing TPK's performance in the stunting prevention program.

METHODS

This study employs a quantitative approach using Partial Least Squares-Structural Equation Modeling (PLS-SEM) and Importance Performance Map Analysis (IPMA). The research population consists of 5,973 TPK members in Kabupaten Garut, with a sample of 375 respondents selected using the Slovin technique. Data were collected through an online questionnaire utilizing a Likert scale (1-5). Data analysis was performed using SmartPLS version 4.0, focusing on three key aspects: measurement model evaluation, structural model evaluation, and model fit assessment (Yamin, 2023).

Table 1 Table Evaluasi dalam SEM PLS

PLS Model Evaluation	Statistical Measure	Description
Measurement Model Evaluation	Outer Loading ≥ 0.70	Indicates the level of validity of indicators/dimensions in measuring variables
	Cronbach's Alpha ≥ 0.70 and Composite Reliability ≥ 0.70	Indicates the level of reliability or internal consistency of the measurement
	Average Variance Extracted (AVE) ≥ 0.50	Indicates convergent validity
	Cross Loadings	Indicates discriminant validity
	Fornell and Lacker AVE root > Correlation between variables	Indicates discriminant validity
	HTMT < 0.90	Indicates discriminant validity
Structural Model Evaluation	Inner VIF < 5	Indicates the absence of multicollinearity
	P-value < 0.05 or t-statistic > t-table (1.96)	Hypothesis testing
	F square 0.02 (low effect), 0.15 (moderate effect), 0.35 (high effect)	Indicates the direct effect between variables at the structural level
	Upsilon (v) 0.01 (low effect), 0.075 (moderate effect), 0.175 (high effect)	Indicates the mediation effect between variables at the structural level
Model Fit Evaluation	R square 0.19 (low effect), 0.33 (moderate effect), 0.66 (high effect)	Indicates the overall effect of exogenous variables on endogenous variables

PLS Model Evaluation	Statistical Measure	Description
	Q square > 0	Indicates predictive accuracy or the predictive relevance of the PLS model generated
	SRMR < 0.08	Indicates the model fit (model suitability)
	Goodness of Fit (GoF) Index: 0.1 (low GoF), 0.25 (medium GoF), 0.36 (high GoF)	Overall evaluation of the measurement model and structural model
	PLS Predict	Indicates the cross-validation of the PLS model concerning predictive power by comparing the PLS model with LM, based on RMSE and MAE.

Source: (Hair et al., 2022), (Yamin, 2023).

In this study, Importance Performance Map Analysis (IPMA) was employed in PLS-SEM to evaluate the importance and performance of each variable (Ringle et al., 2015). IPMA identifies improvement priorities by assessing path coefficients for importance and performance scores on a scale of 0-100. The results are mapped into the Importance-Performance Matrix, which is divided into four quadrants (Hwa et al., 2017). Quadrant I (high importance, low performance) represents the priority for improvement. Quadrant II (high importance, high performance) should be maintained, while Quadrants III and IV are not the main focus of enhancement (Taplin, 2012).

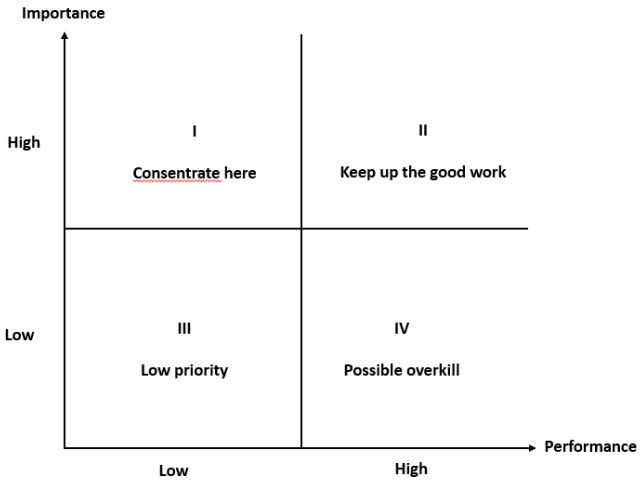

Figure 1 Matrix Importance-Performance

DISCUSSION

Research Findings

Data analysis using PLS-SEM was conducted to examine the relationships between variables in the research model: competence, compensation, motivation, and performance. This study follows several stages: measurement model evaluation, structural model evaluation, and

model fit assessment. The research model was developed using SmartPLS Version 4.0 and follows the abovementioned three stages.

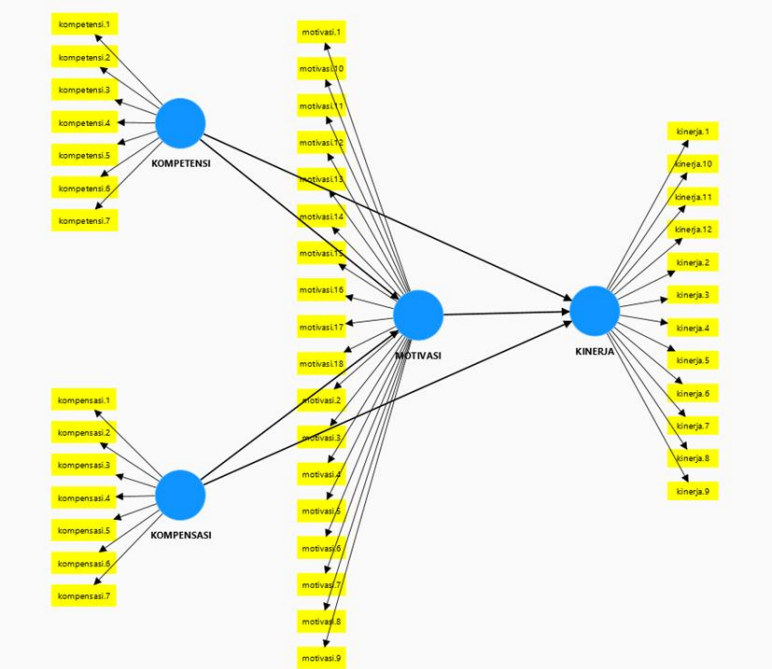

Figure 2 Research Model

Outer Model Evaluation

In the measurement model evaluation, indicator validity was assessed using outer loading with a minimum threshold of 0.70, indicating the extent to which indicators represent the measured variable. Reliability or internal consistency of the measurement was tested using Cronbach's Alpha and Composite Reliability, with a minimum threshold of 0.70 to ensure that the instrument consistently measures the variable. Average Variance Extracted (AVE) must be greater than 0.50 to fulfill convergent validity. In contrast, discriminant validity can be tested using cross-loadings, the Fornell and Larcker Criterion (where the square root of AVE should be greater than inter-variable correlations), and the Heterotrait-Monotrait Ratio (HTMT), which should be below 0.90. The test results are presented in the following tables:

Table 2 Outer Loading, Cronbach's Alpha, Composite Reliability, AVE

No	Variabel	Indicators	Outer Loading	Cronbach's Alpha	Composite Reliability	AVE	Result
1	Competence (X1) Sedarmayanti (2017)	Competence. 1	0.839	0.927	0.941	0.696	Valid
		Competence. 2	0.883				
		Competence. 3	0.816				
		Competence. 4	0.817				

No	Variabel	Indicators	Outer Loading	Cronbach's Alpha	Composite Reliability	AVE	Result
		Competence. 5	0.738				
		Competence. 6	0.858				
		Competence. 7	0.878				
2	Compensation (X2) Hasibuan (2020)	Compensation. 1	0.756	0.905	0.922	0.628	Valid
		Compensation. 2	0.826				
		Compensation. 3	0.794				
		Compensation. 4	0.785				
		Compensation. 5	0.815				
		Compensation. 6	0.780				
		Compensation. 7	0.790				
3	Motivation (Y) Maslow dalam (Siagian, 2015)	Motivation. 1	0.832	0.952	0.958	0.698	Valid
		Motivation. 2	0.857				
		Motivation. 3	0.908				
		Motivation. 4	0.848				
		Motivation. 5	0.753				
		Motivation. 6	0.841				
		Motivation. 7	0.779				
		Motivation. 8	0.865				
		Motivation. 9	0.858				
		Motivation. 10	0.804				
4	Performance (Z) Mangkunegara (2018)	Performance. 1	0.835	0.965	0.969	0.722	Valid
		Performance. 2	0.865				
		Performance. 3	0.722				
		Performance. 4	0.876				
		Performance. 5	0.881				
		Performance. 6	0.846				
		Performance. 7	0.858				
		Performance. 8	0.857				
		Performance. 9	0.861				
		Performance. 10	0.881				
		Performance. 11	0.835				
		Performance. 12	0.870				

Table 3 Cross Loadings

	Performance	Compensation	Competence	Motivation	Result
Performance.1	0.835	0.512	0.653	0.648	Valid
Performance.10	0.881	0.470	0.753	0.731	Valid
Performance.11	0.835	0.495	0.675	0.666	Valid
Performance.12	0.870	0.468	0.758	0.695	Valid
Performance.2	0.865	0.513	0.691	0.666	Valid
Performance.3	0.722	0.479	0.587	0.527	Valid

	Performance	Compensation	Competence	Motivation	Result
Performance.4	0.876	0.546	0.693	0.677	Valid
Performance.5	0.881	0.543	0.766	0.696	Valid
Performance.6	0.846	0.530	0.655	0.675	Valid
Performance.7	0.858	0.444	0.716	0.684	Valid
Performance.8	0.857	0.482	0.732	0.691	Valid
Performance.9	0.861	0.471	0.705	0.712	Valid
Compensation.1	0.453	0.756	0.431	0.409	Valid
Compensation.2	0.477	0.826	0.365	0.433	Valid
Compensation.3	0.332	0.794	0.224	0.300	Valid
Compensation.4	0.257	0.785	0.177	0.247	Valid
Compensation.5	0.360	0.815	0.252	0.324	Valid
Compensation.6	0.662	0.780	0.545	0.630	Valid
Compensation.7	0.449	0.790	0.326	0.419	Valid
Competence.1	0.681	0.351	0.839	0.576	Valid
Competence.2	0.694	0.342	0.883	0.582	Valid
Competence.3	0.662	0.387	0.816	0.542	Valid
Competence.4	0.676	0.458	0.817	0.550	Valid
Competence.5	0.606	0.371	0.738	0.479	Valid
Competence.6	0.734	0.356	0.858	0.616	Valid
Competence.7	0.748	0.425	0.878	0.621	Valid
Motivation.10	0.656	0.418	0.608	0.848	Valid
Motivation.12	0.560	0.382	0.514	0.753	Valid
Motivation.13	0.674	0.532	0.549	0.841	Valid
Motivation.15	0.580	0.540	0.450	0.779	Valid
Motivation.16	0.662	0.444	0.613	0.865	Valid
Motivation.17	0.695	0.441	0.573	0.858	Valid
Motivation.18	0.673	0.414	0.566	0.804	Valid
Motivation.7	0.681	0.451	0.581	0.832	Valid
Motivation.8	0.701	0.419	0.615	0.857	Valid
Motivation.9	0.727	0.481	0.609	0.908	Valid

Table 4 Fornell Lacker

	Performance	Compensation	Competence	Motivation	Result
Performance	0.850				Valid
Compensation	0.583	0.793			Valid
Competence	0.824	0.460	0.834		Valid
Motivation	0.793	0.540	0.682	0.836	Valid

Table 5 HTMT

	Heterotrait-monotrait ratio (HTMT)
Compensation <-> Performance	0.575
Competence <-> Performance	0.870
Competence <-> Compensation	0.456
Motivation <-> Performance	0.825
Motivation <-> Compensation	0.535
Motivation <-> Competence	0.723

Based on the measurement model evaluation results, all tested indicators meet the established validity and reliability standards. Therefore, all measurements can be considered valid, reliable, and appropriate for further analysis.

Structural Model Evaluation

In the structural model evaluation, multicollinearity was tested using the Inner Variance Inflation Factor (VIF), which must be less than 5 to ensure the absence of high correlations among independent variables. Hypothesis testing was conducted by examining the p-value, which must be less than 0.05, or the t-statistic, which must be greater than 1.96, to confirm significant relationships between variables. The magnitude of direct effects between variables was tested using f-square, where values of 0.02 indicate low effects, 0.15 moderate effects, and 0.35 high effects. Meanwhile, mediation effects were tested using Upsilon (υ), with values of 0.01 indicating low effects, 0.075 moderate effects, and 0.175 high effects. The test results are presented in the following tables:

Table 6 VIF

	VIF
Compensation -> Performance	1.444
Compensation -> Motivation	1.268
Competence -> Performance	1.910
Competence -> Motivation	1.268
Motivation -> Performance	2.127

Table 7 Test of the Influence Hypothesis between Variables

Hypotesis	Hypothesis Statement	Path Coefficient	p-values	95% Confidence Interval path coefficient		f-square	Effect
				Upper Bound	Lower Bound		
H1	Competence -> Motivation	0,549	0.000	0.432	0.660	0.506	High
H2	Compensation -> Motivation	0,288	0.000	0.182	0.393	0.139	Moderat
H3	Motivation -> Performance	0,367	0.000	0.220	0.552	0.311	High
H4	Competence -> Performance	0,503	0.000	0.323	0.666	0.649	High
H5	Compensation -> Performance	0,153	0.000	0.065	0.230	0.079	Moderat

Table 8 Mediation Influence Hypothesis Test

Hypothesis	Hypothesis Statement	Path Coefficient	P-Values	95% Confidence Path Coefficient		Upsilon V	Effect
				Upper Bound	Lower Bound		
H6	Competence -> Motivation -> Performance	0.202	0.000	0.109	0.327	0,076	Moderat to High
H7	Compensation -> Motivation -> Performance	0.106	0.007	0.046	0.198	0,002	Low

The structural model evaluation results confirm that all measurements meet the established criteria, ensuring the model is valid and suitable for further analysis. Thus, the tested structural model meets validity criteria and can be used to interpret relationships among variables in this study.

Model Fit Evaluation

In the model fit evaluation, R-square (R^2) was used to assess the overall influence of exogenous variables on endogenous variables, where values of 0.19 indicate low influence, 0.33 moderate influence, and 0.66 high influence. Q-square (Q^2) must be greater than 0 to indicate the model's predictive accuracy. Model fit was also tested using Standardized Root Mean Square Residual (SRMR), which must be less than 0.08 to confirm that the model aligns with the research data. Additionally, PLS Predict was used to evaluate the predictive power of the model by comparing Root Mean Square Error (RMSE) and Mean Absolute Error (MAE)

between the PLS model and a linear regression (LM) model. The test results are presented in the following tables:

Table 9 R-Square dan Q-Square

	R-square	Q square
Performance	0.796	0.724
Motivation	0.530	0.512

Table 10 SRMR

	Saturated model	Estimated model
SRMR	0,08	0,08

Table 11 GoF Index

		GoF Index
Average Communallity	0,911	0,777
Average R-Square	0,663	

Table 12 PLS Predict

	RMSE	MAE
Performance	0.533	0.369
Motivation	0.708	0.471

The model fit evaluation results confirm that the model used in this study meets the established criteria. Thus, the research model is deemed valid and reliable for analyzing relationships among variables in this study.

Importance Performance Map Analysis (IPMA)

Importance Performance Map Analysis (IPMA) was used to identify variables with high influence but low performance, making them priorities for improvement. The IPMA results indicate:

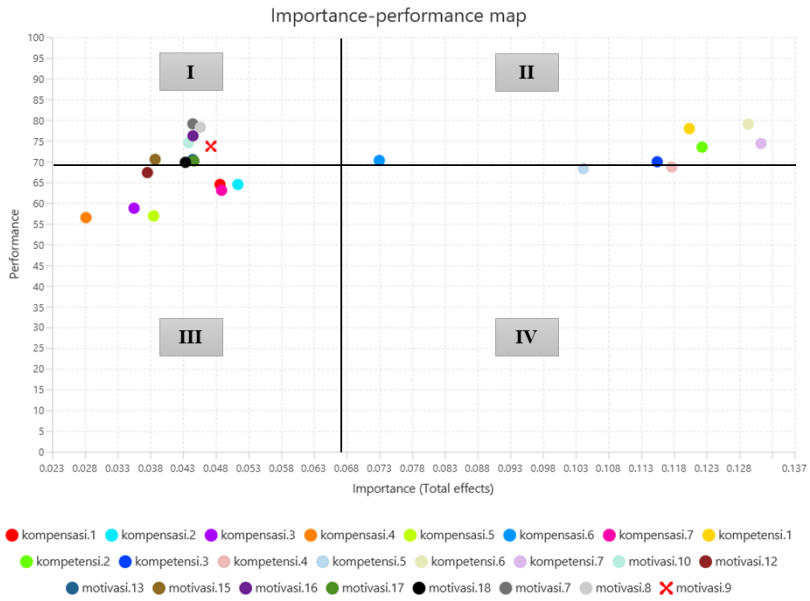

Figure 3 IPMA

Based on the IPMA analysis, the indicators in this study are categorized into four quadrants based on their importance and performance levels in efforts to enhance the Family Assistance Team (TPK) performance in the stunting prevention program. Quadrant I (High Priority) includes indicators with high importance but low performance, such as competence in problem-solving, work responsibility, and various motivational aspects, including team cohesion, training opportunities, and community support. Indicators in this quadrant require immediate intervention through training improvements, incentive provisions, and motivation-enhancing strategies. Quadrant II (Strong Performance) consists of high-importance and high-performance indicators, such as training experience, understanding of work procedures, and work initiative. To maintain performance in this quadrant, strategies should focus on sustaining and supporting work quality to ensure continued contributions to program success. Conversely, Quadrant III (Low Priority) includes indicators with low importance and low performance, such as compensation aspects related to salary appropriateness, bonus allocation, and work facilities, which are currently not primary factors in improving TPK performance. Therefore, resources can be allocated to more urgent aspects. Meanwhile, Quadrant IV (Non-Priority) consists of indicators with low importance but high performance, such as detailed task management and communication with relevant institutions. Indicators in this quadrant do not require significant intervention but should be maintained to ensure optimal performance. Consequently, the IPMA results provide a foundation for determining TPK performance improvement priorities through appropriate and effective strategies according to their urgency level.

The Effect of Competence on TPK Motivation

The analysis results indicate that competence has a significant positive effect on the motivation of TPK members (path coefficient = 0.549; p-value = 0.000; f-square = 0.506). An increase in competence, measured through the dimensions of knowledge, skills, and behavior, not only enhances technical understanding of tasks but also fosters confidence and work commitment. Scientifically, improved competence enables TPK members to interpret work procedures more effectively and overcome operational challenges, thereby driving increased motivation. Given the existing challenges, such as difficulties in utilizing information technology (e.g., the Elsimil application) and inadequate training, intensive training programs are crucial for competence development. This aligns with previous research findings, which suggest that competence is a key driver in fostering high work motivation despite variations in context and sample size across studies. Therefore, emphasizing training enhancement and technical skill development represents a strategic solution to address operational challenges faced by TPK in the effort to prevent stunting.

The Influence of Compensation on TPK Motivation

The analysis indicates that compensation has a Positive effect on motivation (path coefficient = 0.288; p-value = 0.000; f-square = 0.139), although the effect size is moderate. Conceptually, compensation is not limited to financial rewards such as salaries, bonuses, and health benefits but also includes non-financial recognition that reflects appreciation for performance. The relationship between compensation and motivation becomes particularly significant when linked to the issues identified in Chapter I, namely, the uncertainty and inconsistencies in the compensation system received by TPK members. Problems such as inconsistent payments and fluctuating amounts have affected satisfaction levels and work enthusiasm among TPK members. Previous research, including studies by Rahmawati et al. (2024) and Margie et al. (2023), confirms that fair and transparent compensation enhances motivation. Consequently, improving the compensation system should be part of intervention strategies to support work motivation, with adjustments tailored to field conditions.

The Effect of Motivation on TPK Performance

The study findings confirm that motivation significantly and positively affects TPK performance (path coefficient = 0.367; p-value = 0.000; f-square = 0.311). Theoretically, motivation is a key variable that drives individuals to achieve optimal performance by

increasing work enthusiasm, discipline, and initiative. This is highly relevant to the identified issues, which reveal that TPK performance remains suboptimal, primarily due to a lack of training and inadequate support facilities. Enhanced motivation, affected by a conducive work environment and recognition and social support from supervisors and the community, can directly improve the effectiveness of family assistance efforts. Previous studies, such as those by Oppong and Zhau (2020) and Maimunah et al. (2020), also highlight a similar relationship, reinforcing the importance of enhancing motivation to address identified performance challenges.

The Effect of Competence on TPK Performance

The findings demonstrate that competence has a highly significant direct impact on performance (path coefficient = 0.503; p-value = 0.000; f-square = 0.649). Empirically, highly competent TPK members tend to exhibit superior performance, particularly in terms of timeliness, reliability, and task execution quality. It has been established that the high prevalence of stunting in the Garut Regency and challenges related to technology utilization and training contribute to suboptimal performance. Therefore, strengthening competence through systematic training programs and equipping TPK members with technical and non-technical knowledge is crucial for improving performance. These findings are supported by previous research, such as Fu'ad and Aminnudin (2021), which underscores the critical role of competence in achieving superior performance outcomes.

The Effect of Compensation on TPK Performance

From a direct impact perspective, compensation has a relatively minor effect on performance (path coefficient = 0.153; p-value = 0.000; f-square = 0.079). This suggests that while compensation provides support, its primary role is creating a conducive work environment and enhancing satisfaction rather than directly driving performance improvements. The issues highlighted in Chapter I, including the uncertainty and inconsistencies in TPK compensation, help explain this weak direct Effect. Previous studies, such as those by Susanto et al. (2022) and Lianasari & Ahmadi (2022), also found that compensation functions more as a supporting factor, which, when combined with other elements such as competence and motivation, contributes to significant performance improvements. Therefore, improvements in the compensation system should be accompanied by strategies to enhance competence and motivation to yield greater impacts on performance.

The Mediating Role of Motivation in the Relationship between Competence and TPK Performance

The mediation test results reveal that motivation is a mediator that strengthens the relationship between competence and performance (mediation path coefficient = 0.202; upsilon value = 0.076). Thus, competence not only directly impacts performance but also enhances motivation, which in turn contributes to improved performance. Chapter I outlined key challenges faced by TPK, such as limited training and low adaptability to technology, which hinder performance. By enhancing competence, TPK members are expected to feel more capable and motivated, leading to improved performance. These findings are consistent with prior research by Fu'ad & Aminnudin (2021) and Maimunah et al. (2020), which emphasize the mediating role of motivation in strengthening the relationship between competence and performance.

The Mediating Role of Motivation in the Relationship between Compensation and TPK Performance

The mediation test for the relationship between compensation and performance through motivation yields a path coefficient of 0.106, with a very low upsilon value (0.002), indicating that the mediating role of motivation in this relationship is insignificant. Although compensation can enhance motivation, the resulting motivation increase is insufficient to strengthen the impact of compensation on performance significantly. This reflects the issues in Chapter I, which highlight that problems in the compensation system, such as payment uncertainties and inadequate support facilities, significantly impact job satisfaction more than directly improving performance. Previous studies, including those by Selfianus et al. (2023), yield similar findings, suggesting that strategies for improving compensation should be reconsidered to provide a more substantial contribution to enhancing TPK performance.

Importance-Performance Map Analysis (IPMA)

The IPMA approach is employed to identify specific aspects of competence and compensation that hold high importance but have yet to be optimally achieved. The IPMA results indicate that indicators related to problem-solving abilities, initiative, and responsibility under the competence variable contribute significantly to TPK performance; however, gaps remain in their implementation. Meanwhile, under the compensation variable, indicators such as health benefits and supporting facilities exhibit low achievement levels despite their high

importance. These findings align with the structural and operational issues identified in TPK (e.g., limited technological facilities and compensation-related problems), reinforcing the need to prioritize improvements based on IPMA analysis. Thus, this approach provides a strong foundation for strategic policy recommendations, emphasizing enhancing competence through training and optimizing a fairer and more transparent compensation system. These findings are consistent with previous studies that have yet to fully integrate IPMA as a comprehensive analytical tool for identifying intervention priorities.

CONCLUSION

The findings of this study demonstrate that competence and compensation significantly Affect the motivation and performance of Family Assistance Teams (TPK) in the stunting prevention program in Garut Regency, with motivation acting as an intervening variable. Specifically, this study reveals the following:

1. Competence has a significant positive impact on both motivation and performance. High competence, particularly in knowledge, skills, and behavior, significantly enhances motivation and performance in conducting assistance tasks.
2. Compensation positively Affects motivation but has a moderate impact on performance. While adequate compensation can enhance work motivation, its direct effect on performance is less significant due to inconsistencies in its provision.
3. Motivation significantly Affects TPK performance. High motivation has increased work enthusiasm and dedication in carrying out assistance tasks.
4. Motivation moderately mediates the relationship between competence and performance but does not mediate the relationship between compensation and performance.
5. IPMA analysis identifies motivation as the most critical factor in determining performance, followed by competence and compensation. Thus, TPK performance improvements can be achieved by enhancing motivation through competence development and a more equitable and consistent compensation policy.