ABSTRACT

Good performance of family planning extension agents have an impact on performance improvement of volunteer’s performance in helping family to plan their future, especially planning in a number and space of children they better to have. This study were to analyse factors affecting the family planning extension agent’s performance and its impact to the volunteer’s performance in helping them. These data were taken from the extension workers’s perspective. Another purpose was to analyse factors influencing the volunteer’s performance which data were taken from theirselves. A number of 165 family planning extension agents and 165 volunteers from the District of Bogor, District of Cianjur and Depok Residence of West Java Province were participated in this study. LISREL program with “SEM” was used in analyzing data. The results showed that the family planning extension agents’s performance was influenced significantly by competence and environment and nonsignificantly by their work motivation. The indicators of competence were their ability in leadership and professionalism, while the indicators of environment were social environment and the support of local government. The total impact of them was 64 percent. Their performance impacted directly to the volunteer’s performance with 70 percent. While from the volunteer’s perspective, their performance were influenced by their work motivation and the family planning extension agents. The indicators of their work motivation were the support of achievement and affiliation, while the indicators of the family planning extension agent were their support to the volunteer and the support from many stakeholders. The total impact of them was 17 percent and the remaining 83 percent represent other influences outside of this study. To increase the family planning extension agent’s performance can be done by providing special training to improve their capability in leadership and professionalism and increasing their social environment and local government’s support in family planning. This condition will increase the volunteer’s performance. Another factors of this was provide more real status, especially in term of recognition of their rights to have fair reward system.

Key words: family planning extension agents, family planning volunteers, performance