PATH ANALYSIS ON THE FACTORS ASSOCIATED WITH MIDWIFE PERFORMANCE AT HEALTH CENTER IN EAST KALIMANTAN, INDONESIA

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ABSTRACT

Background: Ensuring a good performance of midwives is one of the key components for provision of quality maternal health service. Skilled midwifery is widely recognized as a critical factor in reducing maternal and infant mortality. This study aimed to examine factors associated with midwives performance at health center in East Kalimantan, Indonesia.

Subjects and Method: This was a cross-sectional study conducted at 25 community health centers (puskesmas) in Samarinda, East Kalimantan, Indonesia, from April to May 2019. A sample of 180 midwives was selected by total sampling. The dependent variable was work performance. The independent variables were knowledge, tenure, training, work burden, incentive, supervision, and motivation.

Results: Work performance of midwives was directly and positively affected by good knowledge ($b = 1.42$; 95% CI = 0.54 to 2.31; $p = 0.001$), tenure ≥ 13 years ($b = 2.06$; 95% CI = 1.01 to 3.11; $p < 0.001$), supervision ($b = 1.11$; 95% CI = 0.27 to 1.95; $p = 0.009$), and strong motivation ($b = 1.65$; 95% CI = 0.76 to 2.53; $p < 0.001$). It was directly and negatively affected by high work burden ($b = -1.05$; 95% CI = -1.92 to -0.18; $p = 0.018$). Midwife work performance was indirectly affected by training and incentive.

Conclusion: Work performance of midwives is directly and positively affected by good knowledge, tenure ≥ 13 years, supervision, and strong motivation. It is directly and negatively affected by high work burden ($b = -1.05$; 95% CI = -1.92 to -0.18; $p = 0.018$). Midwife work performance is indirectly affected by training and incentive.

Keywords: midwife, work performance, motivation, work burden, path analysis

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