FACTORS ASSOCIATED WITH MIDWIFE PERFORMANCE AT COMMUNITY HEALTH CENTER IN EAST JAVA

Anindyah Tri Lhaksmi Kusuma Wardhani¹⁾,
Didik Tamtomo²⁾, Uki Retno Budihastuti³⁾

¹⁾Masters Program on Public Health, Universitas Sebelas Maret

²⁾Faculty of Medicine, Universitas Sebelas Maret

³⁾Department of Obstetrics and Gynecology, Dr. Moewardi Hospital, Surakarta

ABSTRACT

Background: Many complications of pregnancy are avoidable by providing skilled midwifery care during and immediately after childbirth. However, provision of necessary obstetric interventions is often untimely, most likely due to lack of monitoring during labor and postpartum. This study aimed to examine factors associated with midwife performance in early detection of postpartum hemorrhage.

Subjects and Method: A cross sectional study was carried out at 25 community health centers in Banyuwangi, East Java, from February to May 2019. A sample of 200 midwives was selected by simple random sampling. The dependent variable was work performance. The independent variables were age, motivation, training, skill, leadership style, incentive, and human source. The data were collected by questionnaire and analyzed by a multiple logistic regression.

Results: Midwife work performance increased with training ($b = 1.46$; 95% CI = 0.48 to 2.42; $p = 0.003$), good skill ($b = 2.32$; 95% CI = 1.28 to 3.36; $p = 0.001$), high motivation ($b = 1.66$; 95% CI = 0.71 to 2.61; $p = 0.001$), incentive Rp 1,000,000 ($b = 2.59$; 95% CI = 1.53 to 3.65; $p = 0.001$), democratic leadership ($b = 1.95$; 95% CI = 0.93 to 2.96; $p = 0.001$), and number of midwife >8 ($b = 1.05$; 95% CI = 0.08 to 2.02; $p = 0.033$). It decreased with age ≥ 35 years old ($b = -1.16$; 95% CI = -2.16 to -0.16; $p = 0.023$).

Conclusion: Midwife work performance increases with training, good skill, high motivation, incentive Rp 1,000,000, democratic leadership, and number of midwife >8. It decreases with age ≥ 35 years old.

Keywords: work performance, leadership style, midwives

Correspondence:

Anindyah Tri Lhaksmi Kusuma Wardhani. Masters Program on Public Health, Universitas Sebelas Maret. Jl. Ir. Sutami 36A, Surakarta 57126, Central Java, Indonesia. Email: anindyahtri@gmail.com. Mobile: +6285258917339.