



Analysis of Factors Related to The Performance of the Midwife in Delivery Aid in Labuhanbatu District, Indonesia

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<http://dx.doi.org/10.47814/ijssrr.v6i7.1257>

Abstract

The results of delivery assistance activities by midwives in Labuhanbatu Regency in the last 5 years have not shown satisfactory success, by looking at the condition of achieving delivery assistance coverage. Such conditions allow the reduction of maternal mortality and infant mortality to be quite difficult to implement quickly. The purpose of this study was to analyze several factors related to the performance of midwives in assisting deliveries in the Labuhanbatu District. This type of observational study used a cross-sectional approach. The number of samples studied was 263 midwives spread across Labuhanbatu Regency. Data collection using a questionnaire. Data were analyzed quantitatively using the Rank-Spearman statistical test. The results of this study indicate that the majority of respondents have fairly good abilities (38.1%), good experience (40.7%), good learning (37.3%), perceptions of awards/rewards are not appropriate (38.1%), perceptions of equipment resources were not appropriate (39.8%), perceptions of attitudes towards delivery assistance were quite good (39.8%), perceptions of workload were quite good (42.4%), the performance of village midwives was quite good (42, 4%) and the results of performance activities in delivery assistance were not on target (84.4%). Factors that have a relationship with performance: ability (p-value = 0.002), experience (p-value = 0.000), learning (p-value = 0.000), rewards/rewards (p-value = 0.003, resources/equipment (p-value = 0.000 attitude in service (p-value = 0.000) and perception of workload (p-value = 0.000) To increase the coverage of delivery assistance, it is recommended that the District Health Office Labuhanbatu provide opportunities for capacity building through continuing higher education, training, seminars, giving awards through work facilities, planning a budget in stages for scientific activities, planning to increase training activities.

Keywords: *Performance; Midwives; Delivery Aid*

Introduction

Maternal and Child Health Problems (MCH) are still a health problem in Indonesia. This is due to the still high maternal and infant mortality rates in Indonesia. In September 2015, at the General

Assembly of the United Nations in New York, Heads of State and representatives from 193 countries agreed on the 2030 Agenda Declaration for sustainable development. The Sustainable Development Goals (SDGs) have several objectives, including ensuring a healthy life and promoting prosperity for all people at all ages, with one of the outputs reducing the Maternal Mortality Rate (MMR) by 70 per 100,000 live births (KH) in 2030. This output will certainly decrease when compared to the 2015 MDGs target, namely reducing MMR to 102 per 100,000 KH in the period 1990-2015 (Ministry of Health, 2015).

Until now, the Maternal Mortality Rate (MMR) and Infant Mortality Rate (IMR) have become barometers of maternal health services in a country. WHO estimates that more than 585,000 mothers die each year due to pregnancy/delivery (Saifuddin et al, 2001). As much as 98% of all maternal and child deaths occur in India, Bangladesh, Indonesia, Nepal, and Myanmar. According to data from the 2007 Indonesian Demographic Health Survey (SDKI), the MMR in Indonesia was 228 per 100,000 live births, the IMR was 34 per 1,000 live births and the Newborn Mortality Rate was 19 per 1,000 live births. Based on the global agreement (Millennium Development Goals/MDGs 2000) in 2015, it is expected that MMR will decrease from 228 in 2007 to 102 per 100,000 KH and IMR will decrease from 34 in 2007 to 23 per 1000 KH.

The high MMR in Indonesia is influenced by the inadequate coverage of deliveries by health personnel and the low coverage of obstetric case management. There is a clear correlation between the coverage of delivery assistance by health personnel and MMR (WHO, 2012). The higher the coverage of delivery assistance by health personnel, the lower the MMR in a country. The lack of competence of health workers in public health facilities and the lack of health promotion regarding the care of pregnant women and mothers who have not given birth are not optimal to be one of factors that affect the maternal mortality rate in Labuhanbatu Regency.

One of the efforts to prevent maternal death is by carrying out deliveries assisted by health workers at health facilities according to the service standards of the Maternal and Child Health (MCH) program. According to the 2010 Riskesdas results, deliveries by health personnel to the poor target group only reached 69.3%, while deliveries performed by health workers in health facilities only reached 55.4%. One of the important obstacles to accessing deliveries by health workers in health facilities is the limited and unavailability of funds, so a breakthrough policy is needed to increase deliveries assisted by health workers in health facilities. To increase people's access to healthy deliveries, the Government provides financing facilities through a policy called Delivery Guarantee (Jampersal).

Based on preliminary interviews and surveys conducted by researchers, it is known that apart from the distance between where they live and health facilities such as health centers and hospitals in several areas of Labuhanbatu district, the performance of health workers, especially midwives in caring for pregnant women, is one of the main causes of maternal death. Pregnant women, mothers giving birth, mothers' education, and community culture are factors that need attention. Therefore researchers are interested in conducting factor analysis research on the performance of midwives in delivery assistance in the Labuhanbatu District.

Literature Review

According to Mangkunegara (2022), performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his duties by the responsibilities given to him. Performance is carrying out an activity and perfecting it according to their responsibilities to get results and achievements (Prawirosentono in Natsir, 2010). Performance is the result of work achieved by a person or group of people in an organization, following the respective authorities and responsibilities, in

the context of efforts to achieve the goals of the organization concerned legally, do not violate the law, and are under morals and ethics (Natsir, 2010).

According to simple (1999), both internal and external influences can have an impact on performance. For example, a person's performance is good because they have high abilities and work hard, while a person's performance is bad because they have low skills and are not trying to improve their abilities. Internal factors, also known as dispositional factors, are factors that are related to the characteristics of a person. External influences include things such as the behavior, attitude, and actions of co-workers, subordinates, or leaders, as well as workplace facilities and organizational atmosphere, which have an impact on a person's performance. Performance appraisal is a system used to assess and find out whether an employee has carried out their respective jobs as a whole (Soeprihanto, 2002). According to Hall in Ilyas (2002), performance appraisal is a continuous process to assess the quality of work of personnel and efforts to improve the performance of personnel in the organization. Performance appraisal is a control process in which the performance of midwives is evaluated based on certain standards. Performance appraisal requires careful planning and accurate information gathering (Depkes, 2004). Mangkunegara (2022) divides the variables that affect the success of performance into two categories, i.e. factor ability and factor incentive. Factor capacity According to psychology, ability consists of prospective ability (IQ) and reality ability (knowledge +skill), because a leader and worker who have IQ above average (IQ 110–120) and who have earned an education that is appropriate for their jobs will perform at the highest level and they will be easier. b) motivational Elements when leaders and employees have a positive attitude towards their work environment, they will show a high level of motivation; conversely, when they have a negative attitude, they will show a lower level of motivation. The intended work environment includes, among other things, work relations, work environment, work climate, and leadership policies.

Ability and competence According to Muklas (1999), a person's ability to carry out various activities in work is his total ability, which also includes his physical and intellectual abilities. To demonstrate mental processes, a person needs intellectual skills. For example, IQ items are designed to assess a person's intellectual capacity along with other items; In other words, the items that are used to assess certain aspects of intelligence can be indicators that can be relied upon for the success of one's work in the future. To carry out activities that require endurance, body coordination or balance, strength, speed, and flexibility—or body flexibility—physical abilities are required. At a lower level of organizational structure, more regular and more uniform tasks prioritize physical abilities. Every employee has a unique set of physical skills, so management must be more able to determine which physical skills can be accepted for that type of work. This job places different expectations and skills on workers. As a result, the employee's need for special, intellectual, and physical abilities must be specified in the required workability requirements so that they can complete the workability as expected. Work performance will increase if there is a match between the ability and the type of work. Gibson (1995) defines skills as abilities that are related to activities that are owned and utilized by a person promptly. Muklas I (1999) confirmed that many workers seem to lack the knowledge and abilities needed by organizations, so they need significant employee training.

Methods

This type of research is quantitative in terms of research proposals, processes, hypotheses, fieldwork, data analysis, and data conclusions to writing using aspects of measurement, calculation, formulas, and certainty of numerical data (Soekidjo, 2005). This research was conducted from January 10 to January 31, 2023. This research was conducted in 15 public health centers in Labuhan Batu Regency, North Sumatra province, Indonesia. The population studied was all registered midwives in Labuhan Batu

Regency, totaling 766 people. To determine the sample size to be taken, is calculated based on the minimum sample size, by calculating using the Lemeshow formula, the sample for this study is 263 respondents.

Results and Discussion

Respondents who have poor ability and good performance (41.5%) are greater than respondents who have the poor ability and good performance (14.6%). There is a tendency that respondents who have poor abilities to produce a poor performance as well, this tendency can be seen in table 4.7 supported by the results of the relationship analysis using the rank-spearman test with the acquisition of a p-value of 0.002 ($p < 0.05$) there is a significant relationship between ability with the performance of the force that occurs is weak ($\rho = 0.280$). This tendency is supported by the theory according to Timple which states that one of the factors that influence performance is ability. If the ability that a person has for a job is very minimal, it will result in a low level of performance. It is also said that there are two basic attributions to see the level of workforce performance in a company, namely internal (related to the characteristics of people) and external (related to one's work environment). Internal factors in this case are work abilities and efforts, while external factors are the behavior of colleagues, subordinates, or leaders, resource constraints, and economic conditions. which can be completed within a certain period, this shows the large quantity of employee work. According to Bernadin, one of the elements of performance is the quantity of work output produced by a worker. Ilyas argues that one indicator of individual performance on a micro basis is the individual's ability to produce output, in other words, the standard for assessing individual performance is based on their ability to complete various tasks or jobs with available resources.

Respondents who had experience and poor performance (55.6%) were greater than respondents who had a poor experience and good performance (13.9%). There was a tendency for respondents with poor experience to also produce poor performance in childbirth assistance, this tendency is supported by the results of the relationship analysis using the rank-spearman test by obtaining a p-value of 0.000 ($p < 0.05$), there is a significant relationship between experience and the performance of midwives. The strength of the relationship between the two variables is moderate ($\rho = 0.587$). The results of this study support Gibson's opinion which states that one of the factors that can influence individual performance is experience, the more individual experience, the higher the performance. A similar opinion was expressed by Siagian regarding individual experience in increasing technical maturity at work, it means that the individual always learns lessons from the entire work or career journey so that the number of mistakes he makes decreases. Several things that are considered as fertilizer to improve employee performance in an organization are stated by Timple, including mutually supportive and trusting relationships must be developed, skills development, setting specific and measurable goals, and experience of members in work must be continuously developed so that they can be turned into a positive experience. Respondents realized that experience is the best teacher, meaning that the more they handle childbirth, the more experience they get. However, respondents with a relatively short working period experience the problem of not being trusted by the community. This condition is following research conducted by Istiarti. Midwives with less than one year of service still have to adapt a lot to the community in their duties.

Respondents' perceptions of inappropriate rewards/rewards and poor performance (44.1%) were greater than respondents' perceptions of inappropriate rewards/rewards and good performance (11.8%). There is a tendency that if the respondents' perceptions state that the rewards/rewards are not as expected, the performance they produce in childbirth assistance is also not good. This opinion is supported by Leavit who states that in giving rewards, the objectives are as follows: 1) Managers provide wages to employees as a substitute for good work, 2) Managers provide wages to employees as a reward for good work and 3) Managers provide rewards to employees to encourage them to work harder. Gitosudarmo

believes that the reward must be related to the level of employee performance, meaning that increasing rewards will spur employees to achieve higher work performance.

Respondents who had attitudes toward delivery assistance services and whose performance was not good (58.8%) were greater than respondents who had attitudes towards childbirth assistance and had good performance (17.6%). There was a tendency for respondents whose performance was not good to have a relationship with their unfavorable attitude towards delivery assistance services. The results of this study are on the understanding of attitude put forward by Siagian who states that attitude is an evaluative statement of a person towards a certain object or certain event, attitude is also a reflection of one's feelings towards something.

The work behavior shown by employees is a picture or reflection of a person's attitude, if the attitude is positive and developed from the start by the individual then the resulting work behavior is good, with positive work behavior creating high performance is not a difficult job.

The results of the relationship analysis performed using the rank spearman test obtained a p hammer of 0.000 ($p < 0.005$). There was a significant relationship between the attitude of midwives in delivery assistance services and performance results, the strength of the relationship between the two variables was weak ($\rho = 0.391$). According to the respondent, their attitude toward delivery assistance services was not far-fetched, meaning that the feelings that arise were due to the consequences of being a health worker so that when they assisted in giving birth, their appearance was quite neat, clean, polite and also provided opportunities for families who would accompany the mother during labor. This good attitude, apart from making respondents ask for their help a lot, can also result in the scope of help provided by health workers, especially midwives, increasing, which means that the risk of death for pregnant women can be reduced as little as possible.

Respondents' perceptions of workload and poor performance (41.7%) are greater than the perceptions of respondents who have poor workload and good performance (27.8%). There is a tendency for respondents who have poor performance to also have a bad perception of workload. Ruhimat stated that the workload contains the concept of using the main energy and the available reserve energy, a task will be considered heavy if the main energy has been used up and you still have to use the spare energy to complete other tasks. The results of the analysis of the relationship using the rank-spearman test obtained a p-value of 0.014 ($p < 0.05$). There was a significant relationship between perceptions of workload and performance. The strength of the relationship between the two variables was weak ($\rho = 0.226$). This research is corroborated by the theory put forward by Ruhimat if workers feel that the workload they have to bear is getting heavier, it means that the work assigned to them is not following their ability to complete the task. Humans only have a limited energy capacity if at the same time, they have to do several tasks, priority competence will occur between these tasks

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