

Factors Related to Village Midwife Performance in Delivery (Case Study: In Aceh Selatan District)

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ABSTRACT

Introduction: The definition of village midwives according to Leimena provides the following definition "Village midwives are midwives who are placed, obliged to live and are tasked with serving the community in achieving the target of health degrees in their working area which covers one to two villages. In carrying out their duties the village midwife is directly responsible to the head of the local health center and works closely with village officials. The performance of health workers is a very important element in efforts to maintain and improve national development in the health sector. The study of performance provides clarity that organizational work environment factors are very supportive for individuals in achieving work performance.

Objective: Knowing the factors related to delivery assistance in Aceh Selatan District

Material and Method: This research is a descriptive analytic research because it observes the relationship between research variables and hypothesis testing, with a time approach to data collection using a cross-sectional design where data relating to independent variables or risk and dependent variables or effect variables will be collected. at the same time.

Result: There is a tendency for respondents with poor experience to produce poor performance in delivery 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 performance of village midwives. The strength of the relationship between the two variables is moderate ($\rho = 0.587$).

The results of this study support the opinion of Gibson 17) which states that one of the factors

that can affect individual performance is experience, the more individual experience, the higher the performance. A similar opinion was expressed by Siagian 22) regarding individual experience in increasing work technical maturity, it means that the individual always learns lessons from the entire work or career journey so that he will be more reduce the number of mistakes it makes.

Some things that are considered as fertilizer to improve employee performance in an organization are stated by Timple 7), among others: 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 to turn it 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 in accordance with research conducted by Istiarti 40) Village midwives with less than one year of service still have to adapt a lot to the community in their duties.

Conclusion: The majority of respondents were aged between 31 - 40 years (65.3%) with the youngest respondent being 25 years old and the oldest respondent being 53 years old, with an average age of 33 years.

The highest proportion of respondents who worked as village midwives in South Aceh District was between 11-15 years (53.4%), with the lowest working period being 4 years and the highest working period being 20 years, the average working period being 11 years.

Respondents who had D1 Midwifery education (67.8%) while for D3 Midwifery education only

reached 30.5%, and those who had a Bachelor's degree (Bachelor) education only reached 1.7%. The delivery service facility most frequently used by village midwives in South Aceh District was the Polindes (44.9%) followed by their own house (32.2%), while the service facility that was rarely used to serve deliveries was a rented house (8%).

The results of the village midwife delivery coverage in South Aceh District during 2021 are less (66%).

Keywords: Midwife Performance, Delivery Assistance.

INTRODUCTION

Several definitions of performance or work performance have been put forward by a number of authors of Human Resource Management books including Ilyas's opinion stating that performance is the appearance of personal work both in quality and quantity in an organization. Performance can be the personal result of an individual or organization and is not limited to structural or functional office holders.

Employee performance is an expression such as output, efficiency and effectiveness which is often associated with productivity¹²), then the term performance according to Indonesian education experts is defined as an expression of ability based on knowledge, attitudes, skills and motivation in producing something.

The term performance or work performance is a term that relates to quality and productivity beyond the results (output) of the work of a person or group of people so that improving the work performance of a person/group is an important part of all levels of management.

Based on some of the opinions above, it can be concluded that performance is work performance or work results (output) in the form of products or services achieved by a person or group in carrying out their duties, both quality and quantity through human resources in carrying out their work tasks in accordance with the responsibilities given to her.

Labor and birth are normal physiological events, the birth of a baby is also a social event that mothers and their families look forward to for nine months. When labor begins, the role of the mother is to give birth to her baby and the role of the health worker (midwife) is to monitor the delivery to detect complications early, as well as being with the family to provide assistance and support to the birthing mother.

Labor is the process of opening and expelling the cervix, and the fetus descending into the birth canal, birth is the process in which the fetus and amniotic fluid are pushed out through the birth canal. Normal labor and delivery is the process of expulsion of the fetus that occurs during full term gestation (37 -42 weeks), spontaneous birth with a back of the head presentation that takes place within 18 hours, without complications for either the mother or the fetus.

Objective: Knowing the factors related to delivery assistance in Aceh Selatan District.

MATERIAL AND METHOD

Data Type

1. Primary Data

Data or material collected during the implementation of the research included the performance of village midwives in delivery assistance, abilities, experience, learning, perceptions of rewards/rewards, perceptions of resources/equipment, attitudes in service, perceptions of workload.

2. Secondary Data

Secondary data was obtained from the research environment such as the results of previous research, monthly KIA reports, data on the results of the coverage of delivery assistance by health workers from the Binkesmas sub-district and data regarding personnel administration records, place (location) of village midwives from the General & Personnel Section of the Aceh District Health Office South.

Data Collection Procedures

1. Primary data collection was carried out by filling out a questionnaire (questionnaire) by respondents at the Puskesmas. For secondary data, data search was carried out at the South Aceh District Health Office, especially in the Community Health Sector and the General & Personnel Section.
2. So that there are no mistakes in filling out the questionnaire and to equalize perceptions, the researcher takes the following steps:
 - 1) Give directions on how to fill out the questionnaire.
 - 2) Provide directions and explanations so that the questions asked are really answered honestly because the confidentiality of the answers will be guaranteed and will not affect the respondent in his staffing career.

The population studied was all village midwives registered at the South Aceh District Health Office as many as 168 people.

Soekidjo argues that for a small population or smaller than 10,000, a simpler formula can be used. In this study, the sample taken is using the Minimum Sample Size after the population meets the criteria regardless of civil servant or non-PNS employment status, by first providing inclusion criteria limits. and exclusion of research subjects (village midwives). The several criteria for inclusion of respondents are as follows:

1. The working period of being a village midwife is more than 2 (two) years because if there is not enough delivery assistance you will not get maximum results.
2. Domiciled in the village where the midwife is assigned to provide services, because there are still village midwives who do not live in the village where they are assigned.
3. The village midwife is not currently attending D3 midwifery education or another school so that the delivery

services provided are not optimal because they are exempt from assignments in their positions. Exclusion criteria are:

4. The village midwife was sick and at the time of the interview was unable to carry out her duties optimally, resulting in disrupted delivery assistance services.
5. The village midwife is in a state of deep pregnancy or is giving birth so that it can affect delivery assistance services.
6. Village midwives have the status of casual daily employees (PHL) because the policies adopted are not comprehensive and their average working period is less than 2 (two) years.
7. Based on the inclusion and exclusion criteria, the total population that meets the criteria is 118 people.

In carrying out data processing because the collected data is still raw data, the researcher carries out the data arrangement process. Data processing is used so that the raw data that has been received can be organized, presented and analyzed so that a conclusion can be drawn.

In carrying out the data analysis, the researcher used a computer program, Statistical Product and Service Solutions (SPSS) for Windows version 10.00 and statistical tests using univariate and bivariate tests.

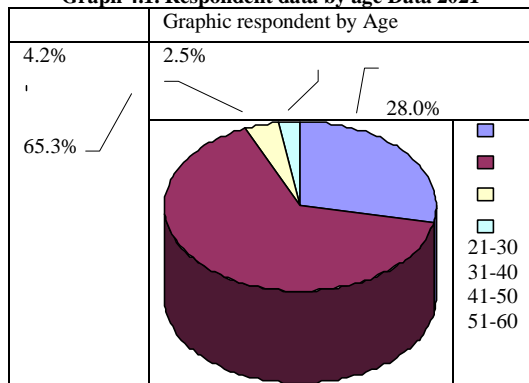
RESULT

The number of midwifery staff in South Aceh District is 329 people, consisting of 40 coordinating midwives, 32 puskesmas midwives, and 257 village midwives.

The geographical conditions of South Aceh Regency consist of mountainous areas, hills, plains and beaches, administratively the area consists of 39 Districts with 351 Villages and an area of 2,563Km²

1. The description of respondents who work in South Aceh District in terms of age can be seen as follows:

Graph 4.1. Respondent data by age Data 2021

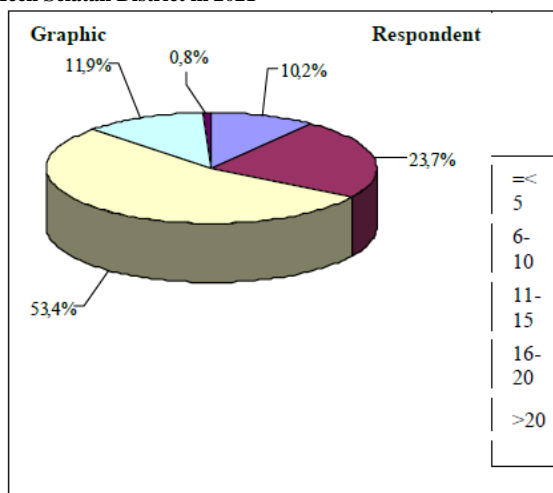


Source : Data Primer, 2018.

In graph 4.1. above it can be seen that the respondents were aged 31-40 years, 77 people (65.3%), aged 21-30 years 33 people (28.0%) aged 41-50 years 5 people (4.2%). age 51 - 60 years 3 people (2.5%).

2. Characteristic of Midwife by Period of working

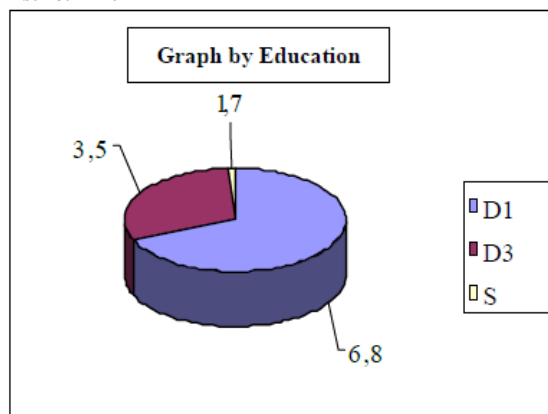
Graph 4.2. Data on the tenure of respondents who worked in Aceh Selatan District in 2021



The graph above shows that the most respondents' working years were 11-15 years, 63 people (53.4%), the lowest working period was 3 years and the highest working period was 21 years, the average working period was 11 years. 54.29%, complete data as in table 5.5.

3. Characteristics of Village Midwives according to Latest Education

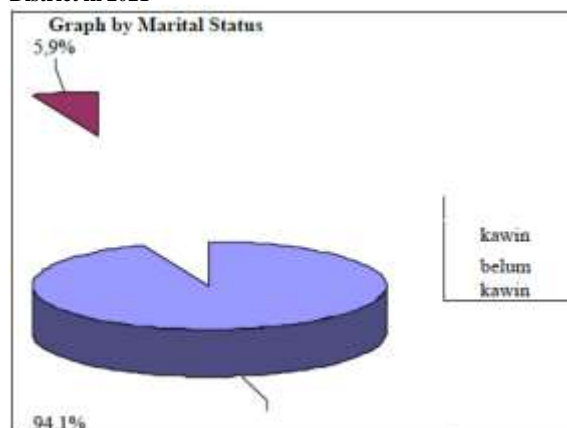
Graph 4.3 Respondent Data by Last Education in South Aceh District in 2021



Respondents with D1 education were around 80 people (67.8%) and D3 education level were 36 people (30.5%) S1 2 people (1.7%)

4. Characteristics of Village Midwives according to Marital Status

Graph 4.4 Respondents' Data by Marital Status In South Aceh District in 2021



In graph 4.4. above shows respondents who were married 11 (94.1%) and not married 7 respondents (5.9%)

DISCUSSION

Perceptions of Village midwife awards/rewardsa. Univariat

the research perceives that 79.7% of respondents stated that they agreed to get compensation outside of salary in the form of other incentives that were intensive, 84 respondents (71.2%) agreed that after completing delivery assistance they were entitled to receive compensation, did not want to get more compensation from other officers 40 respondents (33.9%), and doubtful that they will receive praise from the Head of the Puskesmas if they reach the

target of delivery assistance (46.6%) because according to them the task they carry out is already an obligation and dedication, while reducing maternal and infant mortality is not the responsibility of the respondent solely but the task of the ranks of health and all parties who care about health.

b. Bivariat

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%).

Perceptions of resources/equipment

a. Univariat

the results of research regarding the availability of equipment either directly or as a support is one of the factors that can influence the results of delivery assistance activities. The condition of adequate and complete equipment and sufficiently available will provide a high level of satisfaction to respondents in providing services so as to increase the scope of delivery assistance.

b. Bivariat

Respondents' perceptions of unsuitable resources/equipment and poor performance (54.3%) were greater than respondents' perceptions of inappropriate resources/equipment with good performance (11.4%).

Availability of adequate supporting facilities and infrastructure is very important in increasing the scope of delivery assistance, the means of delivery assistance activities include the availability of vehicles for referrals, medicines needed and completeness of delivery equipment.

Attitude towards delivery assistance services

a. Univariat

the results of the research that has been done, the attitude of the respondents to the

job question of being a village midwife shows a good attitude because it makes relations with the community closer 96 respondents (81.4%) according to the respondents the job of being a village midwife is a very noble job because it helps others so that it makes respondents feel happy because they can help fellow human beings (76.3%).

b. Bivariat

Respondents who had poor attitudes towards delivery assistance and performance (58.8%) were greater than respondents who had poor attitudes towards childbirth assistance and had good performance (17.6%)

Perceptions of village midwives on workload

a. Univariat

Respondents' perceptions of the workload in childbirth assistance were very disturbing because apart from helping with childbirth, respondents were also required to make various reports (44.9%), while carrying out their functions as village midwives they also carried out other activities (42.4%), from the results of the study also revealed that 80.5% of respondents (95 people) stated that in addition to helping deliveries, respondents also made reports for work activities in the village area, while for statements of community service as many as 80 respondents said "yes" (67.8%)

b. Bivariat

Based on table 4.23 above, it is known that 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%).

Frequency Distribution The performance of village midwives in quality delivery assistance

a. Univariat

Respondents who did not allow pregnant women to choose someone to accompany

them during the delivery process were 12 respondents (10.2%), while respondents who sometimes knew precisely that labor could begin were 45.8% and respondents who rarely attended effective procedures to refer pregnant women who experienced complications during pregnancy as many as 68 respondents (57.6%)

Summary of Statistical Analysis Results of the Relationship between Independent Variables and Dependent Variables

The results of the analysis of the relationship between each independent variable, namely: ability, experience, learning, perceptions of awards/rewards, perceptions of resources/equipment, attitudes in service and perceptions of workload with the dependent variable the performance of village midwives in delivery assistance show that there is a significant relationship significant (significant) (p value <0.05). The results of this study reinforce existing theories regarding several factors that can affect a person's performance.

CONCLUSION

The majority of respondents who have the ability to assist in childbirth are included in the fairly good category (38.1%, good experience (40.7%), good learning (37.3%), perceptions of rewards/rewards are not appropriate (38.1%), perceptions of resources/equipment were not appropriate (39.8%), perceptions of attitudes towards delivery assistance were quite good (39.8%), perceptions of workload were quite good (42.4%) and the performance of village midwives was quite good (42, 4%).

The variable that has a relationship to performance is ability with a p -value of 0.002. experience with a p value of 0.000 learning with a p value of 0.000 perception of rewards/rewards with a p value of 0.003 perception of resources/equipment with a p value of 0.000 attitude in service with a p value of 0.000 perception of workload with a p value of 0.000

Declaration by Authors

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