

Analisis Pengaruh Faktor Individu dan Lingkungan Kerja Terhadap Kinerja Bidan di Desa

**Oleh : Erni Mayor
Program Studi Diploma III Kebidanan Biak]**

ABSTRAK

Angka kematian ibu dan dan bayi (AKI dan AKB) di Indonesia masih cukup tinggi, dibandingkan dengan negara berkembang lainnya. Bidan sebagai ujung tombak pemberi layanan kesehatan di masyarakat memiliki posisi penting dan strategis untuk menurunkan angka kematian ibu dan bayi, jika ditunjang dengan kinerja yang baik. Tujuan penelitian ini untuk menganalisis pengaruh faktor individu dan lingkungan kerja terhadap kinerja bidan desa.

Metode penelitian analitik dengan rancangan potong silang, terhadap 47 bidan desa yang tersebar di seluruh puskesmas (17 puskesmas) Kabupaten Biak Numfor-Papua, bulan Maret sampai bulan Mei 2014. Data dianalisis secara kuantitatif menggunakan uji statistik regresi linier multivariabel dan analisis jalur.

Hasil penelitian menunjukkan sebagian besar faktor individu tidak berpengaruh terhadap kinerja bidan desa: usia (nilai $p = 0,37$), pendidikan (nilai $p = 0,07$), lama kerja (nilai $p = 0,49$), suku (nilai $p = 0,76$), asal institusi (nilai $p = 0,33$) dan pelatihan (nilai $p = 0,29$), sedangkan motivasi menunjukkan ada pengaruh terhadap kinerja bidan desa (nilai $p = 0,00$). Pada faktor lingkungan kerja sebagian besar tidak berpengaruh terhadap kinerja bidan desa: lokasi tempat tinggal bidan (nilai $p = 0,45$), akses (nilai $p = 0,80$), keamanan lingkungan (nilai $p = 0,65$), budaya (nilai $p = 0,69$) dan lokasi tempat kerja suami (nilai $p = 0,49$), sedangkan sarana menunjukkan ada pengaruh terhadap kinerja bidan desa (nilai $p = 0,01$).

Faktor motivasi dan sarana mempunyai pengaruh yang paling kuat terhadap kinerja bidan desa.

Kata kunci: AKI dan AKB, bidan desa, kinerja

***Analysis Influence of Individual and Environmental Factors
on The Performance of Midwives Working***

By: Erni Major

ABSTRACT

The maternal mortality rate and infant (MMR and IMR) in Indonesia is still quite high, compared to other developing countries. Midwives as the spearhead of a health care provider in the community has an important and strategic position to reduce maternal and infant mortality, if supported by a good performance. Research objectives for the analyze influence of individual and environmental factors on the performance of midwives working.

Analytic research methods with the design cross sectional, to the 47 midwives who are spread across the health centers (17 health centers) Noemfoor Biak, Papua, in March to May 2014, data were analyzed quantitatively using statistical test and multivariable linear regression path analysis.

The results showed that most of the individual factors do not affect the performance of the midwife: age ($p = 0.37$), education ($p = 0.07$), duration of employment ($p = 0.49$), ethnicity ($p = 0.76$), the origin of the institution ($p = 0.33$) and training ($p = 0.29$), whereas motivation showed no effect on the performance of village midwives ($p = 0.00$). In the work environment factors largely affect the performance of the midwife: location of residence midwife ($p = 0.45$), access ($p = 0.80$), environmental security ($p = 0.65$), culture (values $p = 0.69$) and the location of the workplace husbands ($p = 0.49$), whereas the means showed no effect on the performance of village midwives ($p = 0.01$).

Factor motivation and the means to have the strongest influence on the performance of midwife in the village.

Keywords: *MMR and IMR, village midwife, performance*