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The Influence of Leadership Style of Midwife Coordinator Toward the Performance of Village Midwives on Antenatal Care Through the Job Involvement

Syamsul Arifin¹, Fendy Suhariadi², Nyoman Anita Damayanti³

¹ Student in Doctoral Program of Public Health Faculty, Airlangga University,

² Faculty of Psychology, Airlangga University, ³ Faculty of Public Health, Airlangga University

ABSTRACT

Currently, the maternal mortality rate (MMR) in Indonesia is still high at 305/100,000 births. The high rate of MMR can be caused by the quality of health services, especially by the village midwife as the spearhead of antenatal care which is still low. Factors that may affect the performance of the village midwives such as a leadership style and a job involvement. The research method is quantitative with cross-sectional study and sample size 95 village midwives spread to 13 public health center in Hulu Sungai Tengah District. The sampling technique used multistage random sampling. The data obtained were analyzed by the Partial Least Square (PLS) test at the 95% level of significance. The results showed that the leadership style of midwife coordinators had an effect on the performance of village midwife on the antenatal care through the job involvement ($p=0.089$). Leadership style is not significant to have a direct effect on the performance of village midwife on the antenatal care ($p=0.078$). The conclusion of this research is to achieve a good performance can be pursued through high job involvement without being influenced by the leadership style, but to form a high involvement of work required a democratic leadership style of midwife coordinators.

Keywords: leadership style, job involvement, performance, antenatal care

INTRODUCTION

Currently, the maternal mortality rate (MMR) in Indonesia is still higher than the allowable target according to sustainable development goals (SDGs) of 70 per 100,000 births. Based on the Intercensal Population Survey (SUPAS) data of 2015, MMR in Indonesia is 305 per 100,000 births. The infant mortality rate in 2015 is 26 per 1,000 live births with a target of SDGs to be achieved by 2030 is 12 deaths every 1000 live birth.¹

The number of maternal deaths in 13 districts and cities in South Kalimantan also increased in 2011 as many as 120 people become 123 people in 2012.

Maternal deaths in 2012 are caused by, bleeding as many as 53 people (43.08%), 26 people of eclampsia (21.13%), 9 people of infection (7,31%) and others as many as 35 people (24,45 %).

Generally, maternal and child mortality can be prevented if a health care at the time of pregnancy (Ante Natal Care = ANC) can be done well. Data from The Health Office of Hulu Sungai Tengah Regency in 2015, shows that the antenatal care coverage is increasing but still below of target, that is 75,%. This number is still below the average number of South Kalimantan province which is 81.02% and the national average is 87.48%.²

The employee's performance is the result of work or activity functions in the form of behavior and outcome of behavior.³ There are several variables that affect employee performance, such as leadership. The best job evaluation is done by the direct supervisor. Leadership is an attempt to use different types of non-coercive influence to motivate members of the organization to

Corresponding author:

Syamsul Arifin

Student in Doctoral Program of Public Health Faculty,
Airlangga University,

email : syamsularifin82@yahoo.co.id