

EFFECT OF SOCIO-DEMOGRAPHIC FACTOR AND DEMOCRATIC LEADERSHIP ON VILLAGE MIDWIFE PERFORMANCE IN IUD CONTRACEPTIVE SERVICE IN JOMBANG DISTRICT, EAST JAVA

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ABSTRACT

Background: The threat of population explosion in Indonesia is real. Long-term contraception program is an alternative strategy for controlling population growth rate. The slowing achievement of IUD contraceptive target for the last two years has become a central concern at the District Health Office Jombang, East Java. Sub-optimal quality of IUD contraceptive service, high drop-out rate, high unmet-need, and unsystematic family planning reporting and recording, are assumed to be the causes of the under-achievement. This study aimed to examine the effect of socio-demographic factor and democratic leadership on village midwife performance in IUD contraceptive service in Jombang District, East Java.

Subjects and Method: This was an analytic observational study with cross-sectional design. It was conducted in 12 community health centers in Jombang District, East Java, from March to May 2017. A sample of 120 women of reproductive age was selected for this study by simple random sampling. The dependent variable was village midwife performance. The independent variables were knowledge, self-efficacy, compensation, democratic leadership, and work motivation. The data were collected by a pre-tested questionnaire, and were analyzed by path analysis model.

Results: Midwife performance was positively affected by higher education ($b = 5.19$; $SE = 0.53$; $p < 0.001$), stronger work motivation ($b = 0.48$; $SE = 0.07$; $p < 0.001$), better knowledge ($b = 0.21$; $SE = 0.08$; $p = 0.006$), stronger self-efficacy ($b = 0.18$; $SE = 0.08$; $p = 0.023$), and democratic leadership ($b = 0.14$; $SE = 0.05$; $p = 0.008$). Self-efficacy was affected by education ($b = 1.16$; $SE = 0.62$; $p = 0.063$), knowledge ($b = 0.35$; $SE = 0.08$; $p < 0.001$), democratic leadership ($b = 0.23$; $SE = 0.04$; $p < 0.001$). Work motivation was affected by compensation ($b = 0.65$; $SE = 0.16$; $p < 0.001$), democratic leadership ($b = 0.31$; $SE = 0.07$; $p < 0.001$), knowledge ($b = 0.29$; $SE = 0.09$; $p < 0.001$), and self-efficacy ($b = 0.17$; $SE = 0.09$; $p = 0.058$).

Conclusion: Midwife performance was positively affected by education, work motivation, education, self efficacy, and democratic leadership.

Keywords: midwife performance, socio-demographic factor, democratic leadership, IUD contra-ceptive, family planning

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