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# Analysis of Factors Related to Performance of Midwives in Implementing Exclusive Breastfeeding Programs in the Working Area of Banjarmasin Community Health Center

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## ABSTRACT

Coverage of exclusive breastfeeding in Indonesia only reaches 37.3%. Banjarmasin has the lowest exclusive breastfeeding coverage in South Kalimantan Province, which only reached 36.04%. This achievement reflects the performance of the organization affected by individual performance. Individual performance needs to be evaluated related to exclusive breastfeeding program was the performance of midwives. Performance of midwife is related to various factors including education, compensation, age and years of service.

**Aim:** This study aim to analyze factors related to performance of midwives in implementing exclusive breastfeeding program. Study design: This study used an observational analytic method with a cross-sectional design.

**Materials and Methods:** The research subjects consisted of 40 urban village midwives in the working area of the community health center in Banjarmasin. Data analysis performed with descriptive analysis, chi-square test and multiple logistic regression analysis.

**Results:** The results of the analysis with chi-square showed p-values of educational variables ( $p = 0.408$ ), compensation ( $p = 0.008$ ), age ( $p = 0.024$ ), and work period ( $p = 0.006$ ). The results of the analysis with multiple logistic regression showed the p-value and Exp B of compensation variables ( $p = 0.031$ ; Exp.B = 6.774), age ( $p = 0.033$ ; Exp.B = 0.125), and work period ( $p = 0.032$ ; Exp.B = 6,311).

**Conclusions:** There was a significant relationship between compensation, age, work period and the performance of midwives in implementing exclusive breastfeeding programs in the working area of Banjarmasin Community Health Center. Moreover, there was no significant relationship between education with the performance of midwives in the implementation of exclusive breastfeeding programs in the working area of Banjarmasin Community Health Center. The most dominant variable related to performance of midwives were compensation.

**Keywords:** exclusive breastfeeding, midwifery, performance, education, compensation, age, work period

## INTRODUCTION

Based on data from the Basic Health Research (Riskesdas) in 2018, the coverage of exclusives breastfeeding in Indonesia reached 37.3%. [1] It showed a decrease when compared with the results Riskesdas in 2013 at 42%. [2] Based on Riskesdas data in 2018, from 13 regencies and cities in South Kalimantan Province, the coverage of exclusive breastfeeding in the city of Banjarmasin was the lowest exclusive breastfeeding coverage, which only reached 36.04%. [1]

Based on data from the Banjarmasin City Health Office Profile in 2018, there are

12 Community Health Centers that have below the average exclusive breastfeeding coverage in Banjarmasin. [3] This achievement reflects the performance of the organization affected by individual performance. Midwives are health workers who are directly related to pregnant women, birth mothers and nursing mothers. The authority of midwives in nursing mothers' health services includes facilitation/guidance for early breastfeeding initiation and promotion of exclusive breastfeeding. Therefore, the individual performance needs to be evaluated concerning exclusive breastfeeding programs is the performance of midwives.

Individual factors related to performance consist of abilities, skills, family background, work experience, social level and demographics. The education factor has a very important role in the process of obtaining and improving the quality of midwives' professional abilities. [4] There is a significant relationship between the level of education and the performance of midwives. Education is one of the factors that determine a person's success at work. The higher the education, generally the higher the productivity. [5] The matter relates to how to solve every problem encountered in working with appropriate, effective and efficient solutions. [6]

In addition to individual factors, factors related to performance are organizational factors, one of which is the reward system. [4] One of reward is compensation. [7,8] Giving appropriate compensation can motivate and increase the performance of midwife. [9] There is a relationship between compensation with the performance of midwives. [10]

One of the factors related to performance is the age factor. [11] There is a negative relationship between age and performance, which means that getting older will lower the performance. [12] Workers in productive age obtained as employment increased. [13]

Factors working life is also an important factor that is associated with the

performance of midwives for working life can describe the experience of midwives in mastering the work so that the performance in the field of midwifery services can be standardized. Tenure can decrease performance because it can lead to boredom and work fatigue. [14] The low performance of employees with long tenure is caused by work stress. [15] One of work stress factor is a long work period, so it can be said that the more a person's work life, the work stress will also increase so that performance will decrease. [16]

## METHOD

This research uses quantitative research methods using analytic observational research designs through a cross-sectional approach. This research uses secondary data analysis. Secondary data in this study is the nominative list data of midwives at Banjarmasin City Community Health Center, compensation data that is additional income allowance for Civil Servants Functional Credit Score in Banjarmasin City Government Environment for Health Functional Position obtained from the Civil Service Office of Banjarmasin City Health Department. Data additional income excluding salary for contract midwives obtained from the Head of Administration of the Banjarmasin City Health Center. Report data on the percentage of exclusive breastfeeding per village in the Banjarmasin City Community Health Center working area obtained from the relevant Health Center Nutrition Section [2]

This research was conducted in 20 Community Health Centers in Banjarmasin City namely 9 November, Alalak Selatan, Alalak Tengah, BasirihBaru, Beruntung Raya, CempakaPutih, GadangHanyar, Kayu Tangi, Kelayan Timur, Kuin Raya, Pekapuran Raya, Pekauman, Pelambuan, PemurusBaru, S.Parman, Sungai Bilu, Sungai Jingah, Sungai Mesa, TelukTiram and Terminal Community Health Centers are held in the month from April to May 2020 the target population in this study were all

midwives in community health centers working area in Banjarmasin City, totaling 180 people. The criteria for population included in this study are the midwives responsible for the village in the working area of the community health center. Affordable population-based on inclusion criteria amounted to 41 people. The sample of this study uses total sampling where all the affordable population is used as a sample of 40 midwives in charge of the village (2-1).

The research instruments used in this study were midwife entry data and midwife recapitulation list data derived from secondary data obtained from the Banjarmasin City Health Office and Community Health Center in the Banjarmasin City working area. Analysis of the data in this study using analysis descriptive to see the frequency distribution for each variable, the analysis of the statistics by using the Chi-Square and multiple logistic regression test.

## RESULTS AND DISCUSSION

Table 1. Univariate Analysis Results of Research Variables

Variable	n	%
Education		
Associate degree level 3 or 1	27	67.5
Associate degree level 4 or bachelor	13	32.5
Compensation		
Below or equal to average ( $\leq$ IDR 2,256,200.00)	25	62.5
Above average ( $>$ IDR.2,256,200.00)	15	37.5
Age		
Early Elderly (46-55 years)	12	30.0
Adult (26-45 years)	28	70.0
Work period		
Old ( $>$ 10 years)	23	57.5
New ( $\leq$ 10 years)	17	42.5
The performance		
Less (Exclusive breastfeeding coverage $<$ 50%)	24	60.0
Optimal (Exclusive breastfeeding coverage $\geq$ 50%)	16	40.0

Based on table 1, it can be seen that as many as 27 people (67.5%) midwives have the latest education of associate degree (3/1), as many as 25 people (62.5%) midwives receive compensation below or equal to the average, as many as 28 people (70%) midwives aged 26-45 years (adulthood), as many as 23 people (57.5%) midwives have a long work period ( $>$ 10 years), and as many as 24 people (60.0%) midwives have less than optimal performance.

Table 2. Bivariate Analysis Results with Chi-Square Test

Variable	Midwife Performance		p-value	PR	95% CI
	Less	Optimal			
Education					
Associate degree level 3 or 1	15	12	0.408		
Associate degree level 4 or bachelor	9	4			
Compensation					
Below or equal to average ( $\leq$ IDR 2,256,200.00)	19	6	0.018	6.333	1.543-26.003
Above average ( $>$ IDR 2,256,200.00)	5	10			
Age					
Early Elderly (46-55 years)	4	8	0.037	0.200	0.856-1.7474
Adult (26-45 years)	20	8			
Work period					
Old ( $>$ 10 years)	18	5	0.006	6.600	1.621-26.871
New ( $\leq$ 10 years)	6	11			

Based on item 2, the compensation variable, age and work period have a  $p$ -value  $<$ 0.05, which indicates a significant relationship with the performance of midwives in implementing exclusive breastfeeding programs in the working area of Community Health Center in Banjarmasin City. Meanwhile, education does not show a significant relationship with the performance of midwives in the implementation of exclusive breastfeeding programs in the working area of the

Community Health Center in Banjarmasin City. The result of PR on compensation variable is 6.333 (95% CI 1.543-26.003) which means that giving compensation beyond the base salary above average ( $>$  IDR 2,256,200.00) results in optimal midwife performance in the implementation of exclusive breastfeeding programs 6.333 times more compared with the provision of compensation outside the base salary below or equal to the average ( $\leq$  Rp. 2,256,200.00). PR results of 0.200 for age



variables mean that the elderly midwife (46-55 years) is associated with an increase in the probability of optimal performance in the implementation of exclusive breastfeeding programs by 5 times compared to midwives (26-45 years). The working period of 6.600 (95% CI 1.621-26.871) which means midwives with a new

work period ( ≤10 years) produce optimal performance in the implementation of exclusive breastfeeding programs 6.600 times better than midwives who have long work (>10 years). Independent variable that can be included in the multivariate analysis, namely compensation, age and work period.

Table 3. Multivariate Analysis Results with Logistic Regression Test

Variable	B	Sig.	Wald	Exp (B)	95% CI	
					Lower	Upper
Compensation	1.913	0.031	4.626	6.774	1.185	38.726
Age	-2.083	0.033	4.564	0.125	0.018	0.842
Work period	1.842	0.032	4.590	6.311	1.170	34.043

Based on table 3 shows the most significant and dominant relationship between compensation and the performance of midwives in the implementation of exclusive breastfeeding programs in the working area of Community Health Center in Banjarmasin City with p = 0.031 and Exp (B) 6.774 with 95% CI = 1.185-38.726 where midwives who get compensation above the average (>IDR. 2,256,200.00) will 6.774 times have optimal performance compared to midwives who receive compensation below or equal to the average (≤ IDR. 2,256,200.00).

## DISCUSSION

The results of the bivariate analysis in this study showed that factors significantly related to the performance of midwives in the implementation of exclusive breastfeeding programs in the working area of Community Health Center in Banjarmasin City were compensation, age and work period. Meanwhile, the education variable does not have a significant relationship with the performance of midwives in the implementation of exclusive breastfeeding programs. This shows that both Associate Degree (3 or 1) and Bachelor (Associate Degree 4) midwives did not differ significantly related to performance in the implementation of exclusive breastfeeding programs. Because all midwives in the working area of Community Health Center in Banjarmasin City are required to comply

with policies/Standard Operating Procedures that have been established relating to the task of the village midwives in the exclusive breastfeeding program, as stipulated in Ministry of Health Regulation Number 28 of 2017 concerning Licensing and Organization of Midwife Practices.<sup>[17]</sup> There is no significant relationship between education and midwife performance in the birth planning and complications prevention (P4K) program.<sup>[18]</sup>

Compensation is the most dominant variable related to midwife performance in implementing exclusive breastfeeding programs. Direct compensation is the most dominant factor influencing the performance of nurses at Ratu Zalecha Martapura Hospital.<sup>[19]</sup> Direct compensation is the main motivator for officers in the health sector and triggers health workers to develop higher competencies and abilities.<sup>[20]</sup>

Compensation is an organizational variable related to performance. At the same time, age and work period are individual variables that are directly attached to the employee's personal.<sup>[4]</sup> Compensation is also classified in situational variables, specifically being the social factor of the organization.<sup>[21]</sup> Compensation is determined by the employer taking into account the employee's normal living standard. This is because employee motivation is influenced by the fulfilment of his life needs.

One of the factors related to performance is motivation and job satisfaction.<sup>[22]</sup> That is, if associated with compensation, with the encouragement of the compensation, the employee will be more motivated to produce performance more possible.<sup>[23]</sup> Support from an organization, one of which is a facility that influences employee performance.<sup>[24]</sup> The facility is one of the compensation given to employees that can motivate employees to improve their performance.<sup>[25]</sup>

Compensation can motivate employees to work hard to achieve higher productivity. With their compensation, the employee can be motivated and work hard to achieve high-performance productivity and getting better.<sup>[26]</sup> Compensation in this study is also direct compensation, so that it can be directly felt by midwives in the form of benefits outside of salary and received by midwives every month, and midwives become increasingly motivated in being able to improve performance.<sup>[24,25]</sup>

The most dominant factor influencing the performance of nurses in RatuZalechaMartapura Regional Hospital is motivation, because it is an important factor that encourages every employee to work productively. Motivation is one of them may be in the form of cash rewards (compensation) which will improve the performance of nurses.<sup>[26]</sup>

Work period is the second (medium) dominant variable related to midwife performance in implementing exclusive breastfeeding programs. The working period is individual variables that are directly attached to employee personal.<sup>[4]</sup> Motivation from outside the individual (extrinsic) can be in the form of an interest in compensation.<sup>[27]</sup> Meanwhile, motivation from within an individual (intrinsic) can be in the form of interest in a task or job. Less than optimal performance lies in low intrinsic motivation so that boring or repetitive work on employees with long service periods results in suboptimal performance.<sup>[28]</sup>

A longer working period is also related to work stress.<sup>[29]</sup> Even though midwives with long working periods have more experience, due to monotonous work routines, the higher the possibility of experiencing work stress and work boredom. Coupled with the low compensation received, performance can go down. Meanwhile, when compared to the compensation variable, midwives with new and old work period have financial needs that must be met. Although midwives with new work period have low levels of stress so that they can improve performance, if they do not get proper compensation, it will lead to burnout and become unmotivated to produce optimal performance.

Age is the third (weakest) dominant variable related to midwife performance in implementing exclusive breastfeeding programs. Age is an individual variable that is directly attached to the employee's personal.<sup>[4]</sup> The age in this study is classified into 2, namely adult age (26-45 years) and early elderly age (46-55 years). Employees with old age are generally more responsible and more conscientious compared to young people.<sup>[30]</sup> The older an employee is, the smaller is out of a job because the older an employee is, the smaller the alternatives to get other job opportunities.<sup>[31]</sup>

According to Sheard (2009), a mature age indicates better performance.<sup>[32]</sup> However, compared to the work period variable, the age variable is weaker because work period is related to the work stress of the village midwife. While midwives who are in an early age do not necessarily have a long working period so that work stress is not affected. When compared to the compensation variable, old and young midwives both have financial needs that must be met. Even though older midwives are more responsible and more conscientious who can improve performance, if not getting proper compensation, it will lead to burnout and not be motivated to produce optimal performance.

After knowing the variables related to the performance of midwives in the implementation of exclusive breastfeeding programs in the working area of Community Health Center in Banjarmasin City, it is expected that the relevant agencies can review policies related to midwife compensation and consider related to health operational budget planning for midwife compensation variables, specific compensation for village midwives in each community. In addition, in order to consider making the Standard Operating Procedure (SOP) on employee development and mutation.

## CONCLUSION

1. There is no significant relationship between education and the performance of midwives in the implementation of exclusive breastfeeding programs in the working area of the Community Health Center in Banjarmasin City.
2. There is a significant relationship between compensation and the performance of midwives in the implementation of exclusive breastfeeding programs in the working area of the Community Health Center in Banjarmasin City.
3. There is a significant relationship between age and the performance of midwives in the implementation of exclusive breastfeeding programs in the working area of the Community Health Center in Banjarmasin City.
4. There is a significant relationship between the working period and the performance of midwives in the implementation of exclusive breastfeeding programs in the working area of the Community Health Center in Banjarmasin City.
5. The most dominant variable that has a relationship with the performance of midwives in the implementation of exclusive breastfeeding programs is compensation.

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