

SUMMARY

The Influence of Competency, Situation Awareness Level and Decision Making in Village Midwives in the Coverage of Neonatal Complications at Puskesmas PONE D Kabupaten Gresik

The coverage of treated neonates with complications in one of the key success factors to improve babies and toddlers health condition. Unfortunately the coverage of treated neonates with complications in Kabupaten Gresik in 2010-2014 periods is around 48.67% which was very far below the target of 80%. This may cause an increase in infant mortality rate in Kabupaten Gresik. Efforts to rapidly decline infant and neonatal mortality rate is by handling obstetric and neonatal complications at the basic healthcare facilities is through the implementation of Puskesmas PONE D (Pelayanan Obstetri Neonatal Emergensi Dasar). Health workers, including midwives plays an important role in reducing infant mortality rate.

Based on the Situation Awareness Theory, decision making and performance are influenced by the level of situation awareness and competency. Thus, situation awareness and competency development is expected to improve the ability of midwives in decision-making process as well as improving midwives performance in the coverage of treated neonates with complications. Situation awareness is the perception of environmental elements with respect to time or space, the comprehension of their meaning, and the projection of their status in the future (Endsley, 1988). According to Endsley's theory (1995) there are three levels of situation awareness which are level 1 (perception of elements), level 2 (comprehension of current situation), level 3 (projection of future status). Endsley shows how the situation awareness provides the primary basis for further decision-making process and better performance.

Midwifery is a profession that relies on the ability of decision-making. Decision-making is part of an event which includes the diagnosis, selection of action and implementation (Beach & Connolly, 2005). Decision-making in this study aims to assess the accuracy of decisions made by midwives in treating patients with neonatal complications by choosing to refer or not and the reasons underlying the decision. This assessment is based on the Manajemen Terpadu Bayi Sakit (MTBS) for infants under 2 months old.

This study is an analytical research with observational approach using questionnaires as measuring device measuring devices which have been tested for validity and reliability. The design of this study is cross-sectional. Study is conducted in Gresik on September 2014 until June 2015. The populations are 169 village midwives in Puskesmas PONE D Kabupaten Gresik. Samples are taken using simple random sampling on 60 midwives in Puskesmas PONE D Kabupaten Gresik. Data processing is done by converting the questionnaire results using Likert scale. While the data analysis technique is using ordinal regression and linear regression statistical test.

Midwives in Puskesmas Poned Kabupaten Gresik are relatively competent, does not have the capability to predict the patient future status with neonatal complications, in overall able to make accurate decisions and the overall performance of midwives in Puskesmas Poned Kabupaten Gresik related to the coverage of handles neonates with complications is consider less good. The study result using linear regression analysis shows that the influence of competency towards performance is $p=0.011$; $B=0.335$, while the influence of situation awareness level towards midwives performance is $p=0.047$; $B:0.266$ and the influence of decision making towards midwives performance is $p=0.251$. it shows that the performance of village midwives in Puskesmas Poned Kabupaten Gresik is significantly influenced by the competency and situation awareness level of village midwives.

Therefore, midwife performance can be improved by enhancing competency and the level of situation awareness. Competency can be improved by conducting regular training equally for all midwives. The training can be done by appointing expert midwives in a particular field as subject matter expert (SME) in every Puskesmas. Moreover, the midwives situation awareness level can be improved by conducting training with case studies and simulation method which is customized based on the level of situation awareness. Aside from that, the situation awareness level of village midwives can be improved by building communication, distributing attention, seeking for information, conducting cross-check, thinking ahead and adjust the plan if consider necessary.