

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

The coverage of treated neonates with complications is 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%. Therefore, an effort needs to be done to improve village midwife performance in handling neonatal complications. This study analyze factors which influence midwife performance, those factors are competency, situation awareness level and decision making of village. The design of this study is cross-sectional. The populations are 167 village midwives and samples are taken using simple random sampling on 60 midwives in Puskesmas PONED Kabupaten Gresik. While the data analysis technique is using linear regression statistical test. Based on the linear regression analysis, 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 $p=0.251$. Therefore, it can be concluded that village midwives performance at Puskesmas PONED Kabupaten Gresik recorded in this study is influenced significantly by the midwives competency and situation awareness level. 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.

Keyword: competency, situation awareness level, decision making, midwives performance.