TESIS

ANALISIS KINERJA BIDAN DI DESA DALAM PENCAPAIAN PROGRAM KIA BERDASARKAN TEORI THE BIG FIVE OF PERSONALITY, PROFESIONALISME DAN AKUNTABILITAS DI KABUPATEN LUMAJANG

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ABSTRACT

Analysis Of Village Midwife Performance
In KIA Program Achievement Based on The Theory
of Big Five of Personality, Professionalism and Accountability
in Lumajang District

There are more than 50% of fourth visit in antenatal care (K4) coverage had not reached the target for three years. The problem in this study was "the gap of coverage achievement of first visit in antenatal care (K1) to fourth visit in antenatal care (K4) in Lumajang in 2009-2011. This research focused on human resources factors and accountability officer. Human resources consisted of individual characteristics (age, education, employment status, years of service, professionalism, personality) and accountability. The purpose of this research was to analyze the performance of midwives in achieving KIA program targets by personality, professionalism and accountability of village midwives in Lumajang.

This was an observational analytic research with cross sectional design. The data consisted of dependent and independent variables were collected at the same time. The results showed that most respondents (44.02%) age were 31-40 years old. The highest education of most midwives was D3 (81.3%). Midwives employment status in Lumajang was PNS, PTT and contract workers. The longest working time of midwives was 15 years as much as 36.56%. In level of professionalism, as much as 67 or 50% midwives midwives in Lumajang was categorized as good and 42 or 31.3% as quite professional. The midwives who categorized as less professional were of 25 people or 18.7%. Recommendations from the FGD (Focus Group Discussion) are 1) Conduct periodic facilitative supervision, 2) Enact and optimize the reward and punishment system for less professional or unprofessional and less good personality and less accountable midwives, 3) Coordinate and advocate training department in order to improve the required level of training for midwives. It is needed to reduce maternal mortality and infant mortality.

Keywords: the big five of personality, professionalism, accountability and performance