

## ABSTRACT

### **Performance Analysis of Midwife Based on Theory of Job Embeddedness and Performance Theory in Maternal and Child Health in Village of North Buton**

Problems in this study are "The low performance of Maternal and Child program (Achievement of K1, K4 and delivery by health worker) in 2011-2013. The purpose of the study was to analyze the achievement of performance based on job embeddedness theory and the theory of performance in Maternal and Child Health Care. This research was an observational analytic. It was an observation without any intervention on the variables. This research was conducted in the villages in North Buton. Data collection time was in April to May 2015 with the population of a village midwife as many as 72 people. The sample was 55 people. The data analysis used multiple linear regressions. The results were obtained showed that the embeddedness affected on the job performance of midwives as much as 50% with strong embedded midwife was categorized as fair, 54.1% with fair embedded midwife had performance categorized as poor. Embedded midwife with off the job was found that as much as 28.6% with poor embedded midwife had good performance, 46,6% with poor embedded midwife had good performance. On village midwife, the better the competency tended to have low performance. This meant that the competency had negative effect on the performance of midwives. The training process of midwives had positive effect on the performance in maternal and child health care. Based on the results of multiple linear regressions, it was concluded that embeddedness of midwife and on the job did not significantly affect performance. The embeddedness of midwife and off the job had significant effect but the effect was negative. The same condition applied on the competence of midwives. The training process of midwives affect significantly positive. Based on the results of multiple linear regressions, it was concluded that embeddedness of midwife and on the job did not significantly affect performance. The embeddedness of midwife and off the job had significant effect but the effect was negative. The same condition applied on the competence of midwives. The training process of midwives affect significantly positive.

Keywords: job embeddedness, competence, training and performance.