

## ABSTRACT

### **The Influence of Individual, Work Characteristic and Organizational Characteristic to Midwife's Performance, Ability and Motivation at The C Type Hospitals - East Java Province**

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The Development of Human Resource is an important aspect in organization. One aspect of this is the attention to midwife growth to improve ability level, creativity and higher achievement.

This research aim to analyze and test the influences of : (1) individual characteristic to motivation work midwife, (2) work characteristic to motivation work midwife, (3) organizational characteristic to motivation work midwife, (4) individual characteristic to ability of midwife, (5) work characteristic to ability of midwife, (6) organizational characteristic to ability of midwife, (7) motivation to ability of midwife, (8) motivation to midwife performance, (9) ability to midwife performance.

This research is conducted at the C type hospitals - East Java Province from December 2004 up to February 2005. To test hypothesis the Structural Equation Modeling (SEM) is used.

The results and conclusion compiled as follows: (1) individual characteristic has positive influence and significant to motivation, (2) work characteristic has negative influence and significant to motivation, (3) organizational characteristic variable has positive influence and significant to motivation, (4) individual characteristic has negative influence and significant to ability of midwife, (5) work characteristic has positive influence and significant to ability of midwife, (6) organizational characteristic has influence of no significant to ability of midwife, (7) motivation has positive influence and significant to ability of midwife, (8) motivation has negative influence and significant to performance, (9) ability has positive influence and significant to performance.

**Key words:** individual characteristic, motivation, work characteristic, organizational characteristic, ability of midwife, performance.