

**ABSTRACT****The Influence of Role Stress, Personality Types and Burnout on Midwives' Performance in the Achievement of Post Natal Care Program in Surabaya**

The coverage of post natal care program in Surabaya declined since 2011-2013 and could not reach the target. The purpose of this study was to analyze the influence of role stress, personality types, and burnout on midwives' performance in the achievement of post natal care program in Surabaya. This was an analytic research with observational approach and cross-sectional design. This study was conducted in April-May 2015. The total samples collected from the eight public health centers in Surabaya with the service of basic emergency obstetric and neonatal were 45 midwives. The method for sample selection was accidental sampling. The results showed that most of the midwives were 20-30 years old with education level was dominated by diploma midwifery. The majority of midwives were married and dominated by contract workers with most of working period were <5 years and 5-<10 years. Most of the midwives did not experience with role stress and had the tendency of agreeableness personality type. The majority of midwives underwent light burnout and had mid-level performance. The results also showed that burnout was not influenced by demographic characteristics, role stress, and personality types while the performance was influenced by the role stress and personality types. It was known that the performance was more influenced by personality types than role stress. Based on those results, public health centers should hold new employees recruitment which is appropriate with the fields that are needed in order not to get lack of employees which can have an impact on administering tasks that are not appropriate with employees' competencies. In addition to that, provide training to employees in public health centers which is appropriate with the tasks that they carry out, so the role stress will not happen to them. Public health centers should hold personality test on midwives recruitment and selection process that prioritized to the midwives with the tendency of conscientiousness personality type. For the next researchers who will do research with the same topic, they can develop more complex variables that have not been examined in this study such as social support, job satisfaction, and organizational commitment. In addition to that, it can be considered to use a larger number of populations.

Keywords : role stress, personality types, burnout, performance