

ABSTRACT

Midwives in the rural community service program are the functional employees that are expected to be able to help the Government in relation with the decrease of Mother's Mortality Rate and Infant in Indonesia. Whereas, in Jombang the rural midwives consist of Government Officials (GO), Contract Employees (CE), and Targeted Performance Based Contracts (TPC). The existence of the rural midwives of CE and TPC which have been for the time being contracted by Government will come to an end and the management will be fully conducted by autonomy district.

There are the rural midwives mostly in each village in Jombang. The status of them who are not the Civil Servants, such as the rural midwives of CE and TPC are very hazardous and it is necessary to find the right solution.

So their roles in rural community will exist, useful for them and Government Program will go on, that the Local Authority must defend them by the Contract System Work. To comprehend the contract system of rural midwives which can make up the benefit for people, the research is based upon that with the title : " The Modes of Rural Midwives Contract System Based Upon the Works Analysis of the Rural Midwives of CE and the Rural Midwives of TPC In Jombang ". The research uses the cross-sectional descriptive design and continued to Study of Fisher's Exact understanding the differences of midwives of CE and TPC. The sum total of CE is 30 midwives and TPC is 15 midwives.

The study of Fisher's Exact for CE and TPC midwives is discovered that there are not differences in motivation, ability, and performance. In motivation variable with the score $p = 0,458 > 0,05$; ability variable with the score $p = 0,283 > 0,05$ and performance variable $p = 0,456 > 0,05$. This is concluded that motivation, ability and performance of the rural midwives in the type of CE is the same as TPC.

This suggested, therefore, the Local Authority of Jombang in the planning of continuing the position of the rural midwives by contracting with the type of CE or TPC. CE mode is more manageable but this mode has weakness in salary system which do not differ long period of work between old employee and new employee. Furthermore, this mode also do not pay attention to employee's performance. Whereas in TPC mode, besides salary employee also get incentive based on their performance but this system requires more complicated in operational system. To be expected the Local Authority can pay more closely attention the midwives expectation, increasing supervision and increasing the quality of training for rural midwives.

Key words : The rural midwives, system contract, motivation, ability, and performance.