

ABSTRACT**Analysis of Factors Affecting Performance of Midwives
in Public Health Centers of Fakfak Regency in Providing Antenatal Services**

The coverage of antenatal services in Fakfak Regency is still considered low and below standard both quantity and quality-wise. This shows that the performance of midwives in providing antenatal services is still low which necessitates an analysis of factors affecting performance of midwives in providing antenatal services as an effort to increase antenatal services.

The general objective of this research is to formulate recommendations in the effort to increase antenatal services based on an analysis of factors relating to performance of midwives (service quality).

This was an observational research with a cross sectional study approach which was conducted from the 7th of June to the 20th of July, 2006. The sample of this research was midwives which provided antenatal services in PHCs of Fakfak Regency with total sample of 31 people taken by simple random sampling method. Collection of primary data was by direct observation, questionnaires and checklists. Spearman's correlation test was used to analyze the correlation of dependent and independent variables ($\alpha = 0.05$).

The results of this research shows that 1) PHC Midwives' Characteristics: most midwives are between the age of <20-35 years (83.9%), almost half went to midwife academy (41.9%), all possess good knowledge (100%) and almost half have low motivation (45.2%); 2) Organizational Characteristics: more than half of supervision is done 1 to 3 times per year (58.1%), almost half of midwives have never gone through training (48.4%), a large number of the equipment is inadequate (61.3%), more than half of medication is inadequate (58.1%), most tools of recording and reporting are more than adequate (80.6%), a large number of coordination is seldom done, (64.5%) and a large number of midwives feel that the reward system is less than satisfactory (61.3%); 3) Work Characteristics: a large number of feedback is done 1 to 6 times (61.3%), almost half of midwives have worked 6-10 years (45.2%), and more than half of midwives do not have additional programs (54.8%) ; 4) Midwives' Performance: more than half of midwives have low performance (51.6%); 5) Midwives' Characteristic which has a significant correlation with midwives' performance is the variable of work motivation and education level; 6) Organizational Characteristic which has a significant correlation with midwives' performance is the variable of supervision, health tools, medication, reward system and training; 7) Work Characteristic which has a significant correlation with midwives' performance is the variable of feedback.

From these results, a Focus Group Discussion is held involving the PHC and the Fakfak Regency Health Office to formulate the efforts to increase antenatal services.

Key words: Public Health Centers, midwife performance, antenatal services