

ABSTRACT

Analysis of Influence of Work Environment and Employee Engagement of Performance Midwife (The Study of the Performance Midwives in Maternal and child health Program in Buton Regency)

The low coverage performance achievement midwives at maternal and child health programs have an impact on the mothers and children health. Maternal and child health service coverage has not been achieved can be caused by the work environment and employee engagement. This research to analyze the influence of the work environment and employee engagement towards the performance of midwives in the maternal and child health program in Buton district on 2016. This is a quantitative research with observational analytic approach and cross sectional design. The sample size in this study were taken by simple random sampling of 79 respondents. The result showed to have influence between the work environment on employee engagement ($p = 0,001$). Analysis of the effect of work environment based components obtained that the working atmosphere ($p = 0,012$), the employment relationship ($p = 0,499$), working facilities ($p = 0,141$). On a cumulative work environment with multiple logistic regression ($p = 0,035$), means that there is influence between the work environment on the performance of midwives in the maternal and child health program. The results of the analysis of the variable employee engagement in vigor ($p = 0,002$), at the dedication ($p = 0,023$), the absorption ($p = 0,001$), on employee engagement overall with multiple logistic regression ($p = 0,008$), which means have influence employee engagement the performance of midwives in the maternal and child health program.

Based on the research that has been done, it can be concluded that the working environment has an influence on the performance of midwives in the maternal and child health program. Employees engagement have an influence on the performance of midwives in the maternal and child health program in Buton.

Keyword: Work environment, Employee engagement, Maternal and child health, Midwives performance