

ABSTRACT

Effect of Psychological Capital and Self-Leadership on Midwife Performance in Achieving Exclusive Breastfeeding Coverage

The achievement of exclusive breastfeeding coverage in Kabupaten Bima since 2013-2015 still has not met the target. Achievements in 2013, 2014 and 2015 respectively were 62.8%, 63.2% and 53.6% (National standard 80%). The purpose of this research is to analyze the influence of psychological capital and self-leadership on the performance of midwife in achieving exclusive breastfeeding coverage in Kabupaten Bima. This research is an observational study using analytical cross sectional design. The research analysis unit is the midwife. The sample size was calculated using Stratified Random Sampling technique and the result was 144 people with 36 midwives and 108 mothers receiving services from the midwife. The data analysis used is linear regression test. The results show that most village midwives have psychological capital, self-leadership and performance that are in poor category. The results also show that there is a significant and positive influence between psychological capital and self-leadership on the performance of midwives in achieving exclusive breastfeeding coverage. The psychological capital variables significantly influence the performance with p value = 0,001 ($\alpha = 0,05$) and b = 0,477. There is influence of self-leadership to performance which is indicated by the value p = 0,001 ($\alpha = 0,05$) and b = 0,465. The results of this study conclude that the better the psychological capital and self-leadership that is owned by the midwife in achieving exclusive breastfeeding coverage, the better the performance is displayed.

Keywords: Psychological capital, self leadership, midwife performance, exclusive breastfeeding.

ABSTRAK

Pengaruh *Psychological Capital* dan *Self-Leadership* Terhadap Kinerja Bidan Desa dalam Pencapaian Cakupan ASI Eksklusif

Capaian cakupan ASI eksklusif di Kabupaten Bima sejak tahun 2013-2015 masih belum memenuhi target. Capaian tahun 2013, 2014 dan 2015 berturut-turut sebesar 62,8%, 63,2%, dan 53,6% (standar Nasional 80%). Tujuan penelitian yang telah dilakukan adalah menganalisis pengaruh *psychological capital* dan *self leadership* terhadap kinerja bidan desa dalam pencapaian cakupan ASI eksklusif di Kabupaten Bima. Penelitian ini merupakan penelitian observasional menggunakan rancang bangun analitik *cross sectional*. Unit analisis penelitian adalah bidan desa. Besar sampel dihitung menggunakan teknik *Stratified Random Sampling* dan diperoleh hasil sebanyak 144 orang dengan rincian 36 bidan desa dan 108 ibu yang mendapatkan pelayanan dari bidan yang bersangkutan. Analisis data yang digunakan adalah uji regresi linier. Hasil penelitian menunjukkan bahwa sebagian besar bidan desa memiliki *psychological capital*, *self leadership* dan kinerja yang berada dalam kategori kurang baik. Hasil penelitian juga menunjukkan bahwa ada pengaruh yang signifikan dan positif antara *psychological capital* dan *self leadership* terhadap kinerja bidan desa dalam pencapaian cakupan ASI eksklusif. Variabel *psychological capital* berpengaruh secara signifikan terhadap kinerja dengan nilai $p = 0,001$ ($\alpha = 0,05$) dan $b = 0,477$. Terdapat pengaruh *self leadership* terhadap kinerja yang ditunjukkan oleh nilai $p = 0,001$ ($\alpha = 0,05$) dan $b = 0,465$. Hasil penelitian ini menyimpulkan bahwa semakin baik *psychological capital* dan *self leadership* yang dimiliki oleh bidan desa dalam pencapaian cakupan ASI eksklusif maka semakin baik pula kinerja yang ditampilkan.

Kata Kunci: *Psychologycal capital*, *self leadership*, kinerja bidan, ASI eksklusif.