

ABSTRACT

The presence of midwife in village is a strategy to improve mother and child's health. The good quality of the midwife's service can prevent neonatal deaths by doing early detection of complications and maintaining neonatal health. The coverage target of neonatal complication in 2016 is 90% and in 2017 is up to 95%. 71.43% of Health Care Center (Puskesmas) has not reached the target of Sampang Regency in 2017. Job satisfaction and organizational commitment are related to their performance. The aim of this study was to analyze the correlation between job satisfaction and organizational commitment with the individual work performance of midwife in village.

This study is an analytical research and characterized as observational by does not giving any action towards the sample. Also, this study is a kind of cross sectional research since it is reviewed by time. The sample in this research was 85 village midwives taken by multistage random sampling. The data of job satisfaction, organizational commitment and performance were obtained through questionnaires. The data were analyzed using chi-square test.

The result showed that there were no correlation between job satisfaction ($p=0,109$) and organizational commitment ($p=1,000$) with individual work performance. This study also revealed that there were correlation between satisfaction on co-worker ($p=0,022$), satisfaction on external environment ($p=0,004$) and satisfaction on promotion ($p=0,001$) with individual work performance but there were no correlation between all the indicators of organizational commitment with individual work performance.

In conclusion, there was a correlation between satisfaction on co-worker, satisfaction on external environment and satisfaction on promotion towards individual work performance of village midwives. Therefore, Health Care Center (Puskesmas) was suggested to involve the community to feedback the program of village midwives, participate in village activities, discussion with village's stakeholders, improve communication and coordination with co-worker, consideration of promotion based on the work performance.

Keywords: job satisfaction, organizational commitment and individual work performance of village midwife

ABSTRAK

Keberadaan bidan desa merupakan strategi dalam meningkatkan kesehatan ibu dan anak. Kualitas pelayanan bidan desa yang baik dapat mencegah kematian neonatal dengan deteksi dini terjadinya komplikasi neonatus. Target cakupan penanganan komplikasi neonatus tahun 2016 yaitu 90% dan tahun 2017 sebesar 95%. Sebesar 71,43% Puskesmas belum mencapai target Kabupaten Sampang pada tahun 2017. Kepuasan kerja dan komitmen organisasional berkaitan dengan kinerja. Penelitian ini bertujuan untuk menganalisis hubungan kepuasan kerja dan komitmen organisasi dengan individual work performance bidan desa.

Penelitian ini merupakan penelitian analitik dan bersifat observasional dengan tidak memberikan perlakuan pada sampel. Penelitian ditinjau dari segi waktu maka termasuk desain penelitian cross sectional. Besar sampel dalam penelitian ini yaitu 85 bidan desa menggunakan teknik pengambilan sampel acak bertingkat. Data kepuasan kerja, komitmen organisasi dan kinerja diperoleh dengan penyebaran kuesioner. Analisis data menggunakan uji chi-square.

Hasil penelitian ini menunjukkan tidak ada hubungan kepuasan kerja ($p=0,109$) dan komitmen organisasi ($p=1,000$) terhadap individual work performance. Hasil penelitian ini juga menunjukkan ada hubungan antara kepuasan terhadap rekan kerja ($p=0,022$), kepuasan terhadap lingkungan eksternal ($p=0,004$) dan kepuasan terhadap promosi ($p=0,001$) dengan individual work performance. Sedangkan semua indikator dari komitmen organisasi tidak berhubungan dengan individual work performance bidan desa.

Kesimpulan penelitian ini yaitu ada hubungan kepuasan kerja terhadap rekan kerja, lingkungan eksternal dan promosi dengan individual work performance bidan desa. Oleh karena itu, disarankan Puskesmas dan pihak terkait untuk melibatkan masyarakat dalam umpan balik program, mengikuti kegiatan masyarakat seperti musyawarah masyarakat desa, meningkatkan hubungan dan komunikasi dengan rekan kerja dan promosi berdasarkan hasil kerja atau prestasi kerja.

Kata kunci: kepuasan kerja, komitmen organisasi dan individual work performance bidan desa