

The Role of Domicile on The Achievement of Village Midwife Performances in Antenatal Care Through A Job Involvement

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Abstract

The pervalence of maternal mortality rate (MMR) in Indonesia is still high at 305/100,000 births and can be caused by the quality of health services, for example the village midwife as the spearhead of antenatal care which is still low. There are many factors that can affect the performance of the village midwives such as a domicile and a job involvement. This research use a quantitative with cross-sectional design and sample size 95 village midwives spread to 13 public health center in Hulu Sungai Tengah District. The sampling technique used multistage random sampling. The data analyze by the Partial Least Square (PLS) testwith the level of significance 95%. The results showed that the domicile effect on the performance of village midwife on the antenatal care through the job involvement ($p=0.092$). Domicile is not significant to have a direct effect on the performance of village midwife on the antenatal care ($p=-0.073$). The conclusion of this research is a high job involvement without being influenced by the domicile can achieve a good performance, but to form a high job involvement required domicile of the village midwife who resides in the assisted village.

Keywords: *domicile, job involvement, performance, antenatal aare*

Introduction

The prevalence of maternal mortality rate (MMR) in Indonesia is still higher than the allowable target according to sustainable development goals (SDGs) of 70 per 100,000 births.

The data from Intercensal Population Survey (SUPAS) 2015 shows that MMR in Indonesia is 305 per 100,000 births. A high maternal mortality can be caused by the low quality of health services especially on the Antenatal Care (ANC). Therefore, the government through the village midwife program strives to increase the antenatal service can be reached by the community extensively to the remote area level.¹

One of the districts in South Kalimantan in 2015 with low coverage of antenatal care is Hulu Sungai Tengah District, which is 75%. This rate is still below the average of South Kalimantan province rate of 81.02% and the national average of 87.48%. This rate shows that the performance of village midwives who are the spearhead of antenatal care is also not good.

Factors that influencing the performance are a commitment, job motivation, job satisfaction, participation and empowerment, and job involvement.^{2,3,4,5} A high level of employee engagement between employees can be effective for improving performance and encouraging more positive attitudes and behaviors.⁶ Residential/domicile is a demographic factor that also affects performance.

Based on the description above, the performance of village midwife in antenatal care also tends to be influenced by the village midwife's domicile and the involvement of the village midwife in doing the job activity.

Materials and Methods

This research method is quantitative that use cross-sectional study approach. The population in this study were all midwives, both village midwives and midwife coordinators in the working area of public health centers in Hulu Sungai Tengah district, amounting to 200 village midwives and 19 midwife coordinators. The sample size according to the formula of Lemeshow (1991), was 95 respondents (village midwife) obtained from 13 public health centers.⁷ The sampling technique used multistage random sampling (Stratified-cluster nonproportional Random Sampling). The data obtained were analyzed by the Partial Least Square (PLS) test at the 95% level of significance.

Results and Discussion

The respondent's domicile while performing duties as a village midwife e in Hulu Sungai Tengah District is as follows:

Table 1 Distribution of Village Midwife Domicile in Hulu Sungai Tengah District 2017

| No | Domicile | Amount | Percentage |
|----|----------|--------|------------|
|----|----------|--------|------------|

| | | | |
|---|-------------------|----|-------|
| 1 | External villages | 16 | 16,84 |
| 2 | Internal villages | 79 | 83,16 |
| | Total | 95 | 100% |

Table 1 shows that the village midwife domicile is mostly resident in the target villages of 83.16%. The job involvement of village midwives on antenatal care in Hulu Sungai Tengah District can be described as follows:

Table 2 The Village Midwife Involvement on Antenatal Care in Hulu Sungai Tengah District 2017

| No | Indicators | Distribution | | |
|----|---------------------------|--------------|--------|---------|
| | | Type | Amount | Percent |
| 1 | Liveliness to Participate | Low | 29 | 30,53 |
| | | Height | 66 | 69,47 |
| 2 | Job Preferences | Low | 20 | 21,05 |
| | | Height | 75 | 78,95 |
| 3 | Employment award | Low | 23 | 24,21 |
| | | Height | 72 | 75,79 |
| | Total | | 95 | 100 |

Table 2 shows that the job involvement of the village midwife is mostly high involvement in the employment awards indicator as part of the self-esteem (75.79%), job preference indicator (78.95%) and liveliness participating indicator (69.47%). The performance of village midwives on antenatal care in Hulu Sungai Tengah district can be described as follows:

Table 3. The Performance of Village Midwives on Antenatal Care in Hulu Sungai Tengah District in 2017

| No | Indicators | Distribution | | |
|----|------------|--------------|--------|------------|
| | | Type | Amount | Percentage |
| 1 | Input | Less | 0 | 0 |
| | | Enough | 61 | 64,21 |
| | | Good | 34 | 35,79 |
| 2 | Process | Less | 0 | 0 |
| | | Enough | 49 | 51,58 |
| | | Good | 46 | 48,42 |
| 3 | Output | Less | 0 | 0 |
| | | Enough | 50 | 52,63 |
| | | Good | 45 | 47,37 |
| | Total | | 95 | 100 |

Table 3 shows that the performance of village midwives in the most antenatal care is enough in input indicators (64.21%), process indicators (51.58%), and output indicators (52.63%). The influence of domicile variables, work involvement, and performance, is done by PLS test with the following results:

Table 4. The Interpretation of Direction and Significant Value That Influence Variables

| No | Influence of Variables | Value | T Skore | Information |
|----|--|--|--|---------------------------------------|
| 1 | Domicile → Performance | 0.073 | 0.684 | Positive influence is not significant |
| 2 | Domicile → job involvement | 0.288 | 2.075 | Positive influence is significant |
| 3 | Job involvement → performance | 0.321 | 3.244 | Positive influence is significant |
| 4 | Domicile → Job involvement → Performance | IE = (pX ₁ Z x pZY) (0.288x0.321) = 0.092 | T X ₁ Z = 2.075 T ZY = 3.244 | Significant influence |

Note : IE = *Indirect Effect*

Table 4 shows that the village midwife's domicile has a positive effect on the performance through the job involvement, but the village midwife's domicile has no direct effect on performance. The influence of these variables can be described as follows:

a. Domicile Effect on The Performance

The result of PLS test analysis in this research indicates that domicile has no significant positive effect on the performance of village midwives. This means that the village midwife domicile in the built village by chance has an influence on the achievement of good performance so that it can be ignored. This condition tends to be caused by the long working period of the village midwife and the level of education is mostly higher education so that it can further increase the professionalism of work regardless of the domicile where the midwife is located.

This situation is not in accordance with Herzberg which states domicile is a part of the hygiene factors and a thing that will improve the performance. This meaningless effect can be caused by other factors affecting performance, including the lack of community response to village midwives.⁸

The results of this study obtained the information that village midwives both living internally and externally from the target villages have an equal performance sufficient on the antenatal care. This study is in accordance with the previous research which states there is no significant difference between the village midwife's domicile and its performance.⁸

b. Domicile Effect on The Job Involvement

The domicile of the village midwives is the working area of the midwife as well as they perform daily activities, both activities related to the health of both mother and child services and personal activities. Village midwives living in the assigned village areas will more easily play an active role in antenatal care. This is caused by the easy accessibility of the village midwife.

The accessibility is a measure of convenience or ease of location of land use interacting with each other and the easy or difficult location is achieved through the transport network system.⁹ The accessibility is a concept that incorporates a geographical land use arrangement system with a transport network system that connects it. Accessibility is a tool for measuring the potential for a travel besides to counting the number of trips themselves.¹⁰ The accessibility can be expressed by distance, while others claim that accessibility is expressed by travel time. Some claim that accessibility is expressed by the magnitude of the cost of transportation and some express accessibility is expressed in terms of combined costs of transportation and travel time.¹¹

Other causes, domicile in local villages will lead to strong linkages in the form of attachments such as meetings, physical activities or voluntary work. The longer a person lives and settles in an area in general will give a positive influence for the development of his psychological life so it can stimulate a sense of deep ownership that eventually grows awareness to maintain, manage and develop a result development in the form of improvements to existing facilities and infrastructure.¹²

c. Job Involvement Effect on The Performance

The research results that job involvement has an effect on the performance of village midwife on antenatal care. It is caused by the full job involvement, the employee will create a good performance in completing the job or task and employees. It will be more satisfied and happy if you can spend most of the time, energy, and thoughts for the job.

The performance of employees can be measured through a productive behavior inherent in the individual if the individual is getting meaning in his work. When a job individual has to mean for himself and his life as a whole in the organization, then the productive behavior will be defended. The individual must have the opportunity to develop the potential and advantages to get a meaning in his work, and in accordance with their values. The opportunity to develop the potential can be gained through job involvement.¹³

The increasing of job involvement can improve organizational effectiveness and productivity by involving more workers in a real way in working so that workers experience

more meaningful and satisfactory.¹⁴ A high-involving employees favor to the kind of job done and genuinely concerned with the type of job. If the job is considered meaningful and highly valued both material and psychological for the worker then the worker will appreciate and will do their jobs as well as possible so that job involvement can be achieved, and the employee feels that their job is important to his self-esteem.¹⁵

Conclusion

Based on the research findings it can be concluded that to achieve good performance can be pursued through a high job involvement without being influenced by the village midwife domicile, but the village midwife domicile in the assisted village has a role in increasing the high job involvement.

Ethical Clearance

Before conducting the data retrieval, the researchers conducted a decent test of ethics conducted at the Faculty of Public Health Airlangga University to determine that this study has met the feasibility. Information on ethical test that the study is eligible to continue. The feasibility of the research was conducted in an effort to protect the human rights and security of research subjects.

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Conflict of Interest

The authors declare that they have no conflict interests.

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