

Factors Associated with Midwife Performance in Integrated Antenatal Care (ANC) Services at the Jambi City Health Center in 2024

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Abstrak: *Integrated Antenatal Care (ANC) is a health service for pregnant women based on the 10T standard. The main goal is to reduce the maternal mortality rate (MMR), infant mortality rate (IMR) and the probability of mother and child. In its implementation, midwives play an important role so that the performance of midwives greatly affects the quality of Integrated ANC services. In Jambi City, the coverage of Integrated ANC services at the Puskesmas has not yet reached the minimum service standard target of 100% of KI 97.1%, K4 coverage of 94.9% and K6 of 92.3%. The purpose of this study was to determine the factors associated with the performance of midwives in integrated ANC services. This type of research is quantitative with a cros sectional approach. The location of this research was carried out at all Puskesmas in the Jambi City area in November-December 2024. The number of samples was 70 respondents, with the Porportional random sampling technique. The results showed that there was a significant relationship between motivation with a p value of 0.032 and institutional leadership with the performance of midwives in Integrated ANC services with a p value of 0.016, while experience did not have a significant relationship with the performance of midwives in Integrated ANC services with a p value of 0.088.*

Keywords : *Midwife, Performance, Antenatal Care (ANC), Pregent*

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INTRODUCTION

Human Resources (HR) is the most important thing in an organization or company. organization or company. HR becomes the main factor in achieving targets and goals of the organization or company, where the success and quality of an organization depends heavily on the capacity and performance of the SMD who run it (Thamrin 2019). in the health sector, midwives are one of the human resources who have great responsibility in carrying out maternal and child health services, especially in Integrated Antenatal Care (ANC) service.



Integrated Antenatal Care (ANC) Integrated Antenatal Care (ANC) is a health service for pregnant women pregnant women who aim to ensure the well-being of the mother and fetus during pregnancy. This service covers various aspects, such as physical examination, immunization, supplementation, and education for pregnant women. Pregnant women. The success of Integrated ANC services service is optimally expected to be able to emphasize the maternal mortality rate (MMR), which is still a health problem in is still a health problem in Indonesia (Astuti Siregar and Noerjoedianto 2021).

Based on data from the World Health Organization (WHO), maternal mortality rate (MMR) globally will reach 223 per 100,000 live births by 2020. 100,000 live births in 2020, with Indonesia ranking third highest number of MMR in Southeast Asia after Cambodia (Central Bureau of Statistics 2020). Meanwhile, in Jambi City, the MMR in the year 2023 was recorded as 4 cases with number of midwives as many as 358 people who are spread across various Puskesmas Jambi City area (Anon n.d.). Although Indonesia already has the number of midwives is quite large with a percentage of 96% of health centers already have enough midwives and even more and 4.1% of health centers lack midwives. However, there are still some Puskesmas that still lack midwives due to the uneven distribution of midwives in midwives in Indonesia (Badan Pusat Statistik 2020).

As a health worker who responsible for providing pregnancy services midwives are required to have good performance. Midwife performance in integrated ANC services according to Gibson (2012) is influenced by individual factors individual factors (ability, skill, family background family background, work experience, social level and demographics), psychological (Perception, role, attitude, personality, motivation and job satisfaction) and Organizational (organizational structure, job design, leadership, reward system) (Sarinah 2017).

Although the coverage of ANC services service coverage in Jambi City has reached high enough, namely the 1st Visit (K1) 97.1%, the 4th visit (K4) 96.9% and the 6th visit (K6) 92.3%. 6th visit (K6) of 92.3%, however still has not met the target set by the set by the Minimum Service Standards (MSS). Several factors were found during the initial survey was conducted, such as discipline, sensitivity in handling cases, as well as monitoring and evaluation from superiors are factors that can affect the performance of midwives in Integrated (Kementrian Kesehatan 2024). Based on this background, a study was conducted to determine what factors were associated with the performance of midwives in Antenatal Care (ANC) services at the Jambi City Health Center.

METODOLOGI

This study uses a quantitative approach, which specifically uses the cross-sectional method. In this context, the independent variables that became the focus of the study included work experience, motivation, and leadership. Meanwhile, the dependent variable measured was midwives' performance. Data from these two types of variables, both independent and dependent, were collected simultaneously, that is, at one specific point in time. Each subject participating in the study was only observed or measured once, without repetition. This method is very effective in identifying and analyzing the relationships that exist between these variables within a short span of time, without requiring long-term observation or monitoring. In addition, the use of a quantitative approach allows researchers to produce data that is objective and can be analyzed using statistical methods. This is very important to support drawing valid and strong conclusions about factors that have a correlation or relationship with midwife performance.

The population in this study were all midwives who worked at the Puskesmas in the Jambi city area, namely 20 health centers totaling 257 people. The number of samples used was 70 respondents with a sample calculation using the Lameshow formula. then the sampling technique used was proportional random sampling, where the population was taken randomly without considering strata and given the same opportunity to be sampled based on their respective proportions. Data collection was carried out through questionnaires that had been tested for validity and reliability, with a Likert scale as a measuring tool and also through observation sheets. Data were analyzed univariately and bivariate using the chi square test (95%CI). This study has obtained ethical approval from the Faculty of Medicine and Health Sciences, Jambi University with number 234/UN21.8/PT.01.04/2025.

RESULTS AND DISCUSSION

Result

Univariate

Tabel 1. Respondent Characteristics

Characteristics	n (n= 70)	%
Age		
< 40 year	16	22,9
40 – 50 year	40	57,1
> 50 year	14	20
Education		
D3	19	27,1
D4/S1	24	34,3
D4/S1+Profesi	27	38,6
length of service		
1 year	5	7,1
1-10 year	15	21,4
≥ 11 year	50	71,4

Source : Data Processed in 2024

Results Based on table 1. The characteristics of midwives based on age show that more than half of the respondents' age range is 40-50 years with a percentage of 57.1% or 40 midwives. then based on education, midwife education at the Jambi City Health Center is relatively good with 38.6% or 27 midwives who have taken a D4 / S1 + midwifery profession out of 70 respondents, 34.3% or 24 other midwives have a D4 / S1 midwifery education while 27.1% or 19 midwives have a D3 midwifery education. Furthermore, the respondents had a long working period category, namely 71.4% or 50 midwives who worked ≥ than 11 years, while the least was a working period of less than 1 year of 7.1% or 5 midwives at the Jambi City Health Center in 2024.

Tabel 2. Frequency Distribution of Research Variables

Characteristics	n (n= 70)	%
Midwife Performance		
Less Good	28	40
Good	42	60



Work Experience		
Less Good	32	45,7
Good	38	54,3
Motivation		
Less Good	28	40
Good	42	60
institutional leadership		
Less Good	18	25,7
Good	52	74,3

Source : Data Processed in 2024

Based on the data in table 2 above, it shows that the majority of midwives working at Puskesmas in the Jambi City area have poor performance as many as 28 people (40%). In the work experience variable, of the 70 midwives studied, 32 people (45,7%) had poor experience and the other 54,3% had good performance. In the motivation variable, there are still 28 midwives (40%) who have poor motivation and in the institutional leadership variable, the majority of midwives who work in Jambi City have poor performance. institutional leadership, the majority of midwives working at Puskesmas in the Jambi City area mostly have good leadership, namely 52 people (74.3%) and 18 other people stated that leadership was less good, namely 25.7%.

Bivariate

In this study, bivariate analysis was conducted to see the relationship between work experience, motivation and leadership with the performance of midwives in Integrated Antenatal Care (ANC) services at the Jambi City Health Center. The results of the data analysis are presented in the table below.

Tabel 3. Bivariate

Characteristics	<i>p-value</i>
Work Experience	0,186
Motivation	0,032
Institutional Leadership	0,016

Source : Data Processed in 2024

Based on the results of statistical tests using chi-square, the p value obtained on the work experience variable (0.186), where this value is greater than 0.05, this indicates that the work experience variable is not related to the performance of midwives. In the motivation variable (0.032) and institutional leadership (0.016) which has a p value <0.05 which indicates that these variables have a significant relationship between motivation and institutional leadership with the performance of midwives in Integrated Antenatal Care (ANC) services.

Discussion

Relationship between Work Experience and Midwife Performance in Integrated ANC Services

Based on the research results, the majority of midwives in the Health Centers in the Jambi City area have a final education of D4/S1+Profession, with a percentage of 38.6% or 27 out of 70 respondents. In addition, more than half of the midwives have a work experience of > 11 years with a percentage of 71.4% or 50 out of 70 respondents. Professional training that has been attended is also one of the supporting factors in increasing their competence in providing maternal and child health services, including Integrated ANC services. In addition, operational policies implemented in Integrated ANC services, such as the implementation of 10T, have been running well. However, despite these factors, the results of this study still show that work experience does not have a significant relationship with midwife perform.

This study is in line with a study conducted by Elisa Christiana and colleagues in 2020, which concluded that there was no relationship between length of service and midwife performance in Integrated ANC services. This is proven by the results of the Chi-square test which obtained a p value of 0.19940 (Arifin Syamsul, Suhariadi Fendy n.d.). However, these results differ from the study conducted by Arum Dwi Anjani et al. in 2023, which found that there was a relationship between work experience and midwife performance, with a p value of 0.02 (Anjani et al. 2023). Similar research was also conducted by Mulyono Notosiswoyo and Susy Suswaty in 2014, which showed a positive relationship between work experience and midwife performance (Notosiswoyo Mulyono 2014).

From the results of this study, it can be concluded that the longer a midwife works does not always mean that her performance will be better compared to midwives who have a shorter work period. Work experience does have advantages, such as a better understanding of work procedures, honed skills and deeper knowledge of an organization or company. However, optimal performance is not only determined by work experience factors, but also by other factors such as motivation, competence, emotional balance, and creativity and innovation possessed by the midwife.

The Relationship between Motivation and Midwife Performance in Integrated ANC Services

Motivation is one of the key factors that influence individual performance in completing work or tasks. Someone who has high motivation tends to be more enthusiastic in working and trying to give the best results. This motivation can come from various directions, both internal and external. Internal motivation is in the form of encouragement from within oneself, such as determination, ambition and a sense of responsibility, while external motivation is in the form of support from family, coworkers and superiors.

Based on the results of the study using the Chi-square test, a p-value of 0.032 was obtained, which means that this value is smaller than $\alpha = 0.05$ ($p < 0.05$). This shows that there is a significant relationship between work experience and midwife performance in Integrated ANC services at the Jambi City Health Center.

The results of this study are in line with research conducted by Sri Astuti Siregar and Dwi Noerjoedianto (2021) at health service facilities using the Chi-square test and obtained a p-value of 0.000. This shows that there is a significant relationship between motivation and midwife performance (Astuti Siregar and Noerjoedianto 2021). Furthermore, research conducted by Anisa Nur Cahyanti et al. (2023) also showed a relationship between motivation and midwife performance in Integrated ANC services, with the results of statistical tests using Chi-square producing a p-value of 0.009 (Cahyanti et al. 2023). Similar research results were also obtained in the research of Misno Yulianto et al. (2023) regarding the performance of nurses at H. Abdurrahman Sayoeti Regional Hospital, Jambi City, which showed a relationship between motivation and nurse performance with a p-value of 0.032 (Yulianto Misno, Sari Eka Rumita 2024).

In addition, the results of this study are supported by Gibson's theory which states that motivation is closely related to a person's performance. Motivation is a factor that can increase an individual's work

enthusiasm and contribute to achieving more optimal work results. High motivation will encourage individuals to work more productively, proactively, and efficiently in carrying out their duties. Conversely, individuals with low motivation tend to show a slow work attitude, lack initiative, and have the potential to produce suboptimal work quality.

However, the results of this study are not in line with the research conducted by Sela Dian Safitri et al. (2024), which used the Chi-square test with a p-value of 0.030, indicating that there was no significant relationship between motivation and midwife performance in Integrated ANC services (Safitri Dian Sela, Tosepu Ramdhan 2024). In addition, research conducted by Achmad Djunawan and Setya Haksama (2015) regarding the relationship between cooperation, motivation, attitude, and performance in antenatal services showed different results. Research with an observational and descriptive cross-sectional design on 36 midwives found that the p-value was 0.668, which means that there is no significant relationship between motivation and midwife performance. Based on the results of this study, it can be concluded that motivation is an important factor in determining individual performance in carrying out their professional duties (Djunawan and Haksama 2015)s. Therefore, a high level of motivation will have a direct impact on improving midwife performance, while low motivation can lead to less than optimal performance and work results that do not meet established standards.

The Relationship between Institutional Leadership and Midwife Performance in Integrated ANC Services

based on the results of this study, it was found that institutional leadership has an important role in determining the performance of midwives in Integrated ANC services at the Jambi City Health Center. The results of the Chi-square test showed a p-value of 0.016 <0.05, which means that there is a significant relationship between institutional leadership and midwife performance.

The results of this study are in line with the research conducted by Angin Yunita Perangin Sri et al. (2023) regarding the analysis of midwife performance in Antenatal Care services at the Selayang Health Center. In this study, the Chi-square test showed a p-value of 0.016, which indicates a relationship between leadership factors and midwife performance (Angin Yunita Perangin Sri, Sihombing Faija, Karo-karo Yani Hilda 2023). Similar findings were also obtained in a study conducted by Try Maya Syafputri (2023), which showed the results of the Chi-square test with a p-value of 0.00, so it can be concluded that there is a significant relationship between leadership and midwife performance in ANC services (Try 2023).

However, the results of this study are not in line with the study conducted by Syamsul Arifin et al. (2018), which stated that there was no significant relationship between leadership and midwife performance in Antenatal services. The results of the analysis using the Partial Least Square (PLS) test with a significance level of 95% showed a p-value of 0.078. Nevertheless, the study still highlights that leadership can have a positive impact on midwife performance, especially when supported by high work involvement and the leadership style applied by institutional leaders.

An effective leadership style, such as democratic leadership, is considered more optimal in achieving organizational goals. This leadership style provides clear guidance to employees, improves performance, and encourages job satisfaction in the organization. Democratic leadership creates a friendly, participatory, inclusive work environment that supports individual development. With this approach, organizations can build a productive, collaborative, and motivating work culture.

Good institutional leadership plays a role in creating a conducive work environment and supporting the development of midwives' capacity in implementing Integrated ANC services. Conversely, poor leadership and minimal support for employees can have a negative impact on midwives' performance. In addition, leaders who periodically evaluate and improve their employees' performance can help improve the quality of service. Periodic evaluations are not only intended to assess individual performance, but also

as a means of improving competence, efficiency, and professionalism. By conducting regular evaluations, institutional leaders can monitor the development of their employees, identify strengths and weaknesses, and provide constructive feedback that can improve midwives' performance in ANC services.

CONCLUSIONS

Based on the results of the research and discussion, it can be concluded that midwives working in the Community Health Center in the Jambi City area still have poor performance, as many as 28 people with a percentage of 40% of the 70 respondents studied. This study shows that motivational factors and institutional leadership have a significant relationship with midwife performance in Integrated Antenatal Care (ANC) services, while work experience does not show a significant relationship between work experience and midwife performance. So the better the motivation and institutional leadership of a midwife in carrying out her duties, the better the performance that will be given in providing Integrated ANC services. Meanwhile, work experience factors are not the main determining factor that causes an increase in midwife performance in providing Integrated ANC services. The high or low experience of a midwife does not affect the performance of the midwife.

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