



The effect of skill and attitude on midwife professionalism at the Indonesian midwives association

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Abstract

The purpose of this study is to analyze the influence of skills and attitudes towards midwives professionalism at the Indonesian Midwives Association especially In Sidoarjo city. This study uses quantitative methods with 40 midwives in Sidoarjo Regency Branch as a subjects of this research. This data are from primary data collected by distributing questionnaires. The data analysis technique used was SEM analysis with the PLS program. The results indicate that skill and attitude have a significant effect on Midwife Professionalism at the Indonesian Midwives Association. The influence of these two variables is positive so that the skill is better, and also can improve their professionalism.

Keywords: purpose, Midwife, Professionalism, Association

1. Introduction

One of a success of the health program is marked by a decrease in Maternal Mortality Rate (MMR) and Infant Mortality Rate (IMR). The efforts to improve health services are currently focused on fulfilling health facilities according to community needs. In addition to access to health facilities, an important thing that must be prepared is the quality of human resources (HR). As professional health workers, midwives play a very important role because approximately 63% of the 4.6 million births per year in Indonesia are handled by midwives (Sahlan, 2014) ^[12].

Midwives are one of the health workers who have an important and strategic position especially in decreasing the Maternal Mortality Rate (MMR) and Infant Mortality Rate (IMR) (Manuaba, 2014) ^[8]. Therefore, as a member of professional organizations in the health sector, the midwife also must play an active role in efforts to reduce the mortality rate of infants and toddlers. This is in line with the goal of developing number four Millennium Development Goals (MDGs), which is to reduce child mortality by two-thirds.

Midwifery services are an inseparable service from the health care system. Midwifery services are services provided by midwives in accordance with the authority of midwives who are directed to realize family welfare, especially mothers and children so that a happy, prosperous and quality family is realized (Yulifah, *et al*, 2014) ^[19]. Midwifery services are an integral part of health services directed at realizing family health in order to achieve a quality family, focusing on women's health services, newborns and toddlers (Nurmawati, 2010) ^[11].

In providing quality midwifery services, midwives who have high professionalism are needed. Indonesian Midwives Association as the only professional organization for midwives in Indonesia always strives to maintain quality and improve the skills and competencies of its members by updating midwifery service standards including maternal, infant, toddler, family planning and reproductive health services (PP IBI, 2016). The General Chairperson of PP IBI said, as a midwife professional organization which oversees more than 225,000 midwives in Indonesia, IBI always rests

on its vision and mission of realizing professional midwives with a global standard (Sahlan, 2014) ^[12].

According to the Decree of the Minister of Health in article 836 / MENKES / VI / 2005 concerning Guidelines for Management Development in Midwifery and Performance of Nursing Works states that the essence of professional health services is carried out by nurses or midwives for individuals, families, groups of people or communities in sick or healthy conditions follow the principles of parenting and midwifery that exist. Sujianti and Susanti (2009) ^[17] explain the professionalism of midwives who include skilled attitudes and behaviors in their field of work where their expertise comes from the functions of interest and habitual learning. In addition to the knowledge and skills of midwives as a basis for their professionalism, midwives must have value, ethics, philosophical meaning as a midwife, sensitivity to nursing needs and the ability to facilitate and make decisions in acting (Soepardan, 2008) ^[15].

In improving skills, adequate training is needed. However, according to some the results of research conducted by the Nursing Director of the Ministry of Health of the Republic of Indonesia in collaboration with the World Health Organization (WHO) found that 70% of nurses and midwives during the last 3 years had never attended training. Moreover, according to Law Number 36 of 2014 on the explanation in general it is explained that the quality of the results of education and training of Health Workers in general is still inadequate.

Literature review

Skill

Skills are behaviors that are acquired through certain learning stages. Skills come from movements that are coarse or uncoordinated through gradual training, the irregular movements gradually turn into finer movements, through the process of coordinating discrimination (difference) and integration so that a skill is needed for specific purpose (Soemarjadi, 2001) ^[14].

Skills can indicate the specific actions that are displayed or on the nature of the skills that are carried out. Many

activities are considered as skills, consisting of several skills and the degree of mastery achieved by someone describing the level of skill. Iverson (2001) [6] says skills require training and the basic abilities that each person has can help to produce something more valuable more quickly.

Attitude

An individual is closely relating with each person's attitude as his personal characteristics. In general, attitudes also are often interpreting as an action taken by an individual to respond to something. According to Azwar (2010) [1] that attitudes are interpreting as a reaction or response that arises from an individual to an object, which then raises individual behavior towards the object in certain ways.

Gerungan (2004) [3] also describes the definition of attitude as a reaction of an individual's views or feelings towards a particular object. Although the object is the same, but not all individuals have the same attitude, it could be influenced by individual circumstances, experiences, information and the needs of each individual differently. A person's attitude towards objects will shape individual behavior towards the object. Slameto (2010) [13] also describes understanding attitudes, attitude is something that is learned and determines how individuals react to situations and determine what is individuals in their lives seek.

Professionalism

According to Kusnandar (2007) [7], professionals are the nature of a profession, meaning a collection of work carried out based on the provisions or operational standards of work in accordance with their respective fields. While Mulyasa (2010) [10], defines a professional as someone who has competence in a particular job and is associated with the special skills to run it. Professionals are an attitude that refers to improving the quality of the profession.

Professional is a term for someone who is capable of mastering your knowledge deeply, is able to do creativity and innovation in the field they are involved in and must always think positively by upholding ethics and professional integrity. To achieve success at work, one must be able to be professional. Professionals don't just mean experts. But in addition to having expertise also must work in a field that is in accordance with the expertise they have (Moenir, 2010) [9].

Conceptual Framework

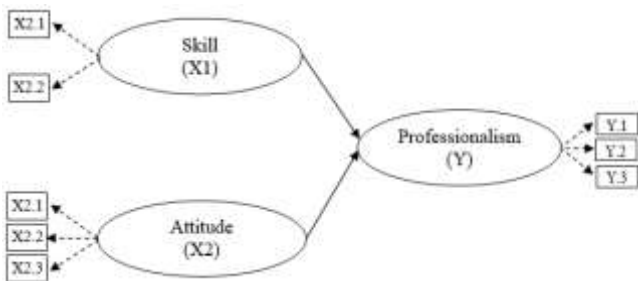


Fig 1: Conceptual Framework

Hypothesis

H₁: Skill has a significant influence on Midwife Professionalism at the Indonesian Midwives Association in Sidoarjo Regency Branch.

H₂: Attitude has a significant influence on Midwife Professionalism at the Indonesian Midwives Association in Sidoarjo Regency Branch.

Methods

Types of Research

The type of research used is explanatory research using a quantitative approach, which is a research method that uses research data in the form of numbers and analysis using statistics (Sugiyono, 2014) [16].

Population and Samples

Population is a generalization area consisting of objects or subjects that have qualities, characteristics set by researchers to study, and then conclusions drawn (Sugiyono, 2014) [16]. The population in this study is midwife at the Indonesian Midwives Association in Sidoarjo Regency Branch.

The sample is part of the number and characteristics of the population (Sugiyono, 2014) [16]. The sample size used is a multivariate type that refers to the sample measurement guidelines according to Hair, *et al.* in Ferdinand (2011) [2] which uses 8 variable indicators. So this study uses 5x8 samples = 40 midwives at the Indonesian Midwives Association in Sidoarjo Regency Branch.

Operational Definition of Variables

Operational definition is a concept or something that can be measured and can be seen in the dimensions of behavior, aspects or traits shown by the concept. The operational definition of variables in this study consists of:

1. Skill (X1)

Skill is a specific skill that a person has related to the completion of the task of carrying out normal delivery care properly and quickly. The indicator Skill variable refers to Sularsih (2010), namely:

- a. Accuracy in carrying out normal labor care steps.
- b. Speed in carrying out normal labor care steps

2. Attitude (X2)

Attitude is the reaction or response of midwives in the implementation of normal delivery care. Attitude variable indicator refers to Sularsih (2010), namely:

- a. The attitude of midwives to the APN practice standards;
- b. The Attitudes of midwives in assisting childbirth;
- c. The attitude of midwives to APN training.

3. Professionalism (Y)

Professionalism is reliable in carrying out tasks, so that it is carried out with high quality, the right time, carefully, and with procedures that are easily understood and followed by patients. The indicator of the Professionalism variable refers to Harefa (2004), namely:

- a. Providing services and services
- b. Supervision
- c. Reward system.

Data Collection

Data collection is done by using questionnaires, which is a technique of data collection conducted by giving a set of written statements to respondents to answer (Sugiyono, 2014) [16]. Scale scaling method uses a Likert scale.

Data Analysis

The analysis technique chosen to analyze the data and test the hypothesis in this study is The Structural Equation Model (SEM) using the Partial Least Square (PLS) program. According to Ghozali (2012) [4] the calculation is done using the Smart Partial Least Square (PLS) tool, because it is in the form of a multi-lane and the model used is formative and reflective.

Results

Inner Model

The results of the analysis of the level of conformity of the structural model built show that the overall model has been "relevant" to explain the variables studied and their effects on each variable. In assessing the model with PLS it starts by looking at R-Square for each dependent latent variable. Changes in the value of R-Square can be used to assess the effect of certain independent latent variables on dependent latent variables whether they have substantive effects. For endogenous latent variables in a structural model that has a result of R² of 0.67 indicating that the model "good", R² of 0.33 indicates that the model "moderate", R² of 0.19 indicates that the model is "weak" (Ghozali, 2012) [4].

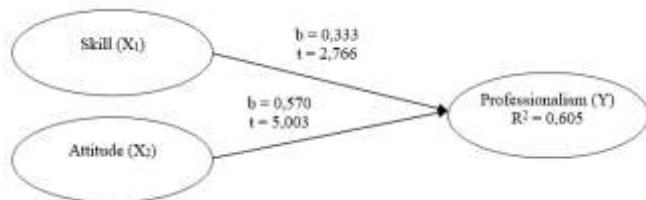


Fig 2: Model Inner PLS

From the results of the analysis that has been done indicates that the Skill and Attitude variables that affect the Professionalism variable have an R² value of 0.605, which indicates that the model is "moderate". This means that Professionalism can be explained by Skill and Attitude of 60.5% while the remaining 39.5% is influenced by other factors not examined in this study.

Hypothesis testing results

Hypothesis Testing 1 (H₁)

Based on the results of the first hypothesis testing, it was shown that Skill had a significant effect on Midwife Professionalism. This is evidenced by the value of the T-statistic greater than 1.96, which is 2.766. The direction of the relationship that occurs in the two variables is positive, which means that the higher the Midwife's skills in health care, the more Professionalism will be increased by having a large influence of 0.333. Thus the first hypothesis in this study which reads "Skill has a significant and positive effect on Midwife Professionalism at the Indonesian Midwives Association in Sidoarjo Regency Branch" proved the truth.

Hypothesis testing 2 (H₂)

Based on the results of testing the second hypothesis it was proven that Attitude had a significant effect on Midwife Professionalism. This is evidenced by the value of the T-statistic greater than 1.96, which is 5.003. The influence that occurs between the Attitude variable and Professionalism is positive, which means that the better the attitude of the midwife in performing health services, the more

professionalism will be by increasing the influence of 0.570. Thus the second hypothesis in this study which reads "Attitude has a significant and positive effect on Midwife Professionalism at the Indonesian Midwives Association in Sidoarjo Regency Branch" is proven true.

Discussion

Influence skill on midwife professionalism at the Indonesian midwives association in sidoarjo regency branch

Skill variables have an influence on the variable Midwife Professionalism directly at 0.333 with a positive direction, where the relationship is proven that Skill has a significant effect on Midwife Professionalism with a t value of 2.766 which means greater than 1.96. That is, the higher the Skill, the higher the Midwife Professionalism will be. Thus the first hypothesis which reads "Skill has a significant and positive effect on Midwife Professionalism at the Indonesian Midwife Association in the Sidoarjo Regency" is proven and can be declared acceptable.

The results of the analysis prove that the Skill variable has an influence on Midwife Professionalism shows that Midwife Professionalism can be formed through the presence of good midwife skills. The relationship between Skill variables and Midwife Professionalism is positive, so it can be said that the higher the skills possessed by midwives, the higher Midwife Professionalism will be. This shows that if Indonesian Midwives Association in Sidoarjo Regency Branch wants to improve Midwife Professionalism, it is important to pay attention to Skills. The results in this study are in line with Sutriyani (2015) [18] who examined D IV Student Educator Midwives at Tribhuwana Tungadewi University Malang who found that skills had a significant and positive effect on midwife professionalism.

Influence attitude on midwife professionalism at the Indonesian midwives association in sidoarjo regency branch

Attitude variables have an influence on the variable Midwife Professionalism directly at 0.570 with a positive direction, where the relationship is proven that Attitude has a significant influence on Midwife Professionalism with a t value of statistics of 5.003 which is greater than 1.96. That is, the higher the Attitude, the higher the Midwife Professionalism will be. Thus the second hypothesis which reads "Attitude has a significant and positive effect on Midwife Professionalism at the Indonesian Midwives Association in Sidoarjo Regency Branch" is proven and can be declared acceptable.

The results of the analysis prove that the Attitude variable has an influence on Midwife Professionalism shows that Midwife Professionalism can be formed through Attitude. The relationship between Attitude variables and Midwife Professionalism is positive, so it can be said that the higher Attitude, the higher Midwife Professionalism will be. This shows that if Indonesian Midwives Association in Sidoarjo Regency Branch wants to improve Midwife Professionalism, it is important to pay attention to Attitude. The results in this study are in line with Sutriyani (2015) [18] who examined D IV Student Educator Midwives at Tribhuwana Tungadewi University in Malang who found that attitude had a significant and positive effect on midwife professionalism.

Conclusion

Based on the results, we can conclude that every skill in this study has a significant effect on Midwife Professionalism at the Indonesian Midwives Association in the Sidoarjo Regency. The influence of these two variables is positive so that the better the skill, the higher professionalism will be. Thus, the first hypothesis is declared accepted and proven is true.

Furthermore, Attitude also has a significant effect on Midwife Professionalism at the Indonesian Midwives Association in the Sidoarjo Regency. Then, the influence of the two variables is positive so that the better Attitude will be the higher Professionalism. Finally, the second hypothesis is declared accepted and proven ia also true.

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