

# Analisis Hubungan Kualitas Kehidupan Kerja (Quality of Work Life) dengan Kinerja Bidan Puskesmas di Kabupaten Cirebon Tahun 2022 = Analysis of the Relation between the Quality of Work Life and the Performance of Health Centers Midwife in Kabupaten Cirebon 2022

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## Abstrak

Latar belakang: Bidan merupakan tenaga kesehatan profesional yang sangat diharapkan kinerjanya dalam meningkatkan derajat kesehatan dalam upaya penurunan Angka Kematian Ibu. Sehingga, bidan dalam melaksanakan tugas dan fungsi nya harus memenuhi standar yang dapat menjamin kualitas pelayanan yang diberikan. Namun kenyataannya cakupan pelayanan kesehatan ibu yaitu cakupan kunjungan ibu hamil (K4), persalinan yang ditolong oleh tenaga kesehatan, dan kunjungan nifas ketiga (KF3) belum merata di wilayah kerja Kabupaten Cirebon sehingga dapat diasumsikan bahwa kinerja bidan puskesmas secara makro belum maksimal dalam melaksanakan pelayanan kesehatan. Kinerja bidan dapat dipengaruhi oleh kualitas kehidupan kerja (keterlibatan pegawai, kompensasi yang adil/seimbang, rasa aman terhadap pekerjaan, keselamatan lingkungan kerja, rasa bangga terhadap institusi, pengembangan karir, fasilitas yang tersedia, penyelesaian masalah, dan komunikasi) di tempat bekerja karena kualitas kehidupan kerja dinilai dapat menumbuhkan partisipasi bidan terhadap organisasi atau institusi. Tujuan: Penelitian ini bertujuan untuk menganalisis hubungan kualitas kehidupan kerja dengan kinerja bidan puskesmas di Kabupaten Cirebon. Metode: Penelitian ini dilakukan dengan pendekatan kuantitatif dengan desain penelitian cross sectional menggunakan data primer berupa kuesioner. Unit analisis dalam penelitian ini adalah bidan puskesmas. Sampel yang digunakan sebanyak 57 bidan. Analisis yang digunakan adalah analisis univariat, analisis bivariat dengan uji chi square, dan analisis multivariat dengan uji regresi logistik. Hasil: Proporsi kinerja bidan tertinggi yaitu bidan yang memiliki kinerja baik sebanyak 34 (59,6%). Berdasarkan uji chi square, kinerja bidan memiliki hubungan yang signifikan dengan keterlibatan pegawai ( $p = 0,051$ ), kompensasi yang adil/seimbang ( $p = 0,018$ ), keselamatan lingkungan kerja ( $p = 0,048$ ), rasa bangga terhadap institusi ( $p = 0,002$ ), pengembangan karir ( $p = 0,002$ ), fasilitas yang tersedia ( $p = 0,0005$ ) dan penyelesaian masalah ( $p = 0,015$ ). Sedangkan kinerja bidan tidak memiliki hubungan yang signifikan dengan rasa aman terhadap pekerjaan ( $p = 0,056$ ) dan komunikasi ( $p = 0,072$ ). Berdasarkan uji regresi logistik, kompensasi yang adil/seimbang memiliki hubungan yang signifikan dengan kinerja bidan setelah dikontrol oleh lama masa kerja dan usia bidan ( $p = 0,006$  dan OR = 7,019), rasa bangga terhadap institusi memiliki hubungan yang signifikan dengan kinerja bidan setelah dikontrol oleh pendidikan bidan ( $p = 0,007$  dan OR = 23,189) dan komunikasi memiliki hubungan yang signifikan dengan kinerja bidan setelah dikontrol oleh status perkawinan dan usia bidan ( $p = 0,031$  dan OR = 5,468). Kesimpulan: Keterlibatan pegawai, kompensasi yang adil/seimbang, keselamatan lingkungan kerja, rasa bangga terhadap institusi, pengembangan karir, fasilitas yang tersedia, dan penyelesaian masalah dapat memberikan pengaruh terhadap kinerja bidan puskesmas di Kabupaten Cirebon. Saran:Diperlukan monitoring dan evaluasi kinerja bidan secara periodik sehingga dapat diketahui perencanaan yang perlu disusun berdasarkan hasil evaluasi yang dilakukan dalam upaya peningkatan kualitas pelayanan kebidanan

.....Introduction: Midwives are professional health workers whose performance is highly expected in

improving health status in an effort to reduce maternal mortality. Thus, midwives in carrying out their duties and functions must meet standards that can guarantee the quality of services provided. However, the reality is that the coverage of maternal health services, namely the coverage of visits by pregnant women (K4), deliveries assisted by health workers, and the third postpartum visit (KF3) has not been evenly distributed in Kabupaten Cirebon area, so it can be assumed that the performance of midwives at the public health center is not optimal in carrying out services health. The performance of midwives can be influenced by the quality of work life (employee participation, equitable compensation, a safe environment, job security, pride, career development, wellness, conflict resolution, and communication) in the workplace because the quality of work life is considered to be able to foster the participation of midwives in organizations or institutions.

**Objective:** This study aims to analysis of the relation between the quality of work life and the performance of health centers midwife in Kabupaten Cirebon. **Methods:** This research was conducted with a quantitative approach with a cross sectional research design using primary data in the form of a questionnaire. The unit of analysis in this study is the midwife. The sample used was 57 midwives. The analysis used was univariate analysis, bivariate analysis with chi square test, and multivariate analysis with logistic regression test.

**Results:** The highest proportion of midwives performance was midwives who has good performance as many as 34 (59,6%). Based on the chi square test, the performance of midwives has a significant relationship with employee participation ( $p = 0,051$ ), equitable compensation ( $p = 0,018$ ), job security ( $p = 0,048$ ), pride ( $p = 0,002$ ), career development ( $p = 0,002$ ), wellness ( $p = 0,0005$ ) and conflict resolution ( $p = 0,015$ ). While the performance of midwives does not have a significant relationship with safe environment ( $p = 0,056$ ) and communication ( $p = 0,072$ ). Based on logistic regression test, equitable compensation had a significant relationship with midwife performance after controlled by length of work and age of the midwife ( $p = 0,006$  and OR = 7,019), pride in the institution had a significant relationship with midwife performance after controlled by midwife education ( $p = 0,007$  and OR = 23,189) and communication had a significant relationship with midwife performance after controlled by marital status and age of the midwife ( $p = 0,031$  and OR = 5,468). **Conclusion:** Employee participation, equitable compensation, job security, pride, career development, wellness, and conflict resolution have an influence on the performance of health centers midwife in Kabupaten Cirebon. **Suggestion:** It is necessary to monitor and evaluate the performance of midwives periodically so that it can be seen that the planning that needs to be prepared are based on the results of the evaluation carried out in an effort to improve the quality of midwifery services