

Path Analysis on the Effects of Motivation and Other Factors on Midwives Performance of Preeclampsia Management in Malang, East Java

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ABSTRACT

Background: The incidences of preeclampsia and eclampsia remain high worldwide. Preeclampsia and eclampsia remain a major cause (31.04%) of maternal mortality in East Java. It is essential to early detect preeclampsia in order to prevent mortality. Good performance of midwives in the management of preeclampsia may reduce maternal mortality attributable to eclampsia. It is hypothesized that motivation, leadership style, working atmosphere, incentive, skill, and training, all have impact on midwives performance. This study aimed to analyze the effects of motivation and other factors on midwives performance in preeclampsia management in Malang, East Java, using path analysis model.

Subjects and Method: This was an analytic observational study with cross sectional design. The study was conducted in Community Health Centers, Malang, East Java in September 2017. A total sample of 161 midwives were selected using total sampling technique. The endogenous variables were motivation and midwives performance. The exogenous variables were incentive, working atmosphere, leadership style, skill and training. The data were collected using a set of questionnaire and analyzed by path analysis.

Results: Midwife performance were positively affected by working atmosphere ($b= 0.11$; $SE=0.04$; $p= 0.004$), leadership style ($b= 0.06$; $SE= 0.02$; $p= 0.004$), skill ($b= 0.24$; $SE= 0.03$, $p<0.001$), and motivation ($b= 0.68$; $SE= 0.03$; $p<0.001$). Motivation was positively affected by incentive ($b= 0.25$; $SE= 0.09$, $p= 0.006$), training ($b= 0.89$; $SE= 0.28$; $p= 0.001$), skill ($b= 0.39$; $SE= 0.06$; $p<0.001$), leadership style ($b= 0.08$; $SE= 0.05$; $p= 0.110$), and working atmosphere ($b= 0.35$; $SE= 0.09$; $p<0.001$).

Conclusion: Midwives performance are positively affected by working condition, leadership, skill, and motivation.

Keyword: preeclampsia, path analysis, motivation, midwives performance

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BACKGROUND

The incidence of preeclampsia and eclampsia in the world is still quite high. The incidence of preeclampsia was 861 out of 96,494 pregnant women and eclampsia for about 862 of 96,497 pregnant women. Indonesia has an incidence of preeclampsia around 7-10% of all pregnancies. The incidence of preeclampsia and eclampsia ranks second in all cases (Subakir, 2008).

Preeclampsia, eclampsia and infection and bleeding are estimated to account for 75% to 80% of all maternal deaths (East Java Provincial Health Office, 2012). In 2014 the number of AKI was 93.52 per 100,000 KH and Malang is the third contributor to maternal mortality after Surabaya and Jember. Related to the direct causes of maternal death in East Java in 2010-2012, there was an increase in preeclampsia / eclampsia, while bleeding

and infection factors decreased every year. In 2012, preeclampsia and eclampsia were still the main cause for about 34.88% (East Java Provincial Health Office, 2012).

Preeclampsia, eclampsia and infection and bleeding are estimated to account for 75% -80% of all maternal deaths (East Java Provincial Health Office, 2012). The proportion in 2014, the factor of preeclampsia / eclampsia was still the dominant factor (31.04%) cause of maternal death in East Java (East Java Health Office, 2015).

According to data from Malang City Health Office (2015), the number of maternal deaths is 8 cases (67.96%), this number increased in 2016 to 9 cases (75%). 80% of the causes of maternal mortality are preeclampsia. The number of maternal deaths in Malang based on the cause of death due to preeclampsia has increased (Malang City Health Office, 2016).

Preeclampsia cannot be prevented, the most important thing is how this disease can be detected as early as possible. Early detection can be done through prenatal care (antenatal care) as a way to monitor and support the health of normal pregnant women and detect mothers with normal pregnancies so that it will not become abnormal (Rukiyah, 2015).

Public health center as the leading service units and must immediately be able to reach the community in order to reduce MMR and IMR. One of the health services to the community is Public Health Nursing (PHN) activities, including efforts to improve health, disease prevention, healing and recovery. In order for PHN services, especially for optimal maternal and child health, it is necessary to improve their quality. The service quality of a health institution is determined by human resource factors. The quality of human resources or health employees is measured by the employee's performance or productivity.

Then the performance of midwives in the management of preeclampsia in pregnant women is one of the important things to improve the quality and even distribution of antenatal care.

The good performance of midwives in the management of preeclampsia will have an impact on maternal mortality due to eclampsia, which in turn affects the decline in MMR. In order to accelerate the decline of the government AKI, it is stipulated the policy of placing midwives in villages and health centers, with the main objective of improving the quality of the distribution of antenatal, intranatal and postnatal services and contributing to raising public awareness in hygienic and healthy living behavior (Destariyani, 2011).

Some factors that influence the performance of midwives include leadership, number of human resources, work atmosphere and motivation (Kusuma, 2016). Other factors according to Geleto et al. (2015) are salary, lack of training and work environment. According to Sulaeman (2014), motivation can be used as a strategy to improve the performance of Puskesmas employees, because the effectiveness of employee performance depends on the motivation. According to Sedarmayanti (2009), the atmosphere or work environment is one of the factors related to employee job satisfaction which ultimately affects the performance of an employee. According to Mathis and Jackson (2008), individual performance is influenced by talent, interests, characteristics, motivation, training, work atmosphere and leadership management.

Based on the description above, it can be concluded that the performance of midwives is influenced by motivational factors, leadership style, work atmosphere, incentives, skills and training. Thus the researcher will analyze the determinants of motivation and its effect on the performance

of midwives in early detection of high risk of pregnant women, especially the management of preeclampsia in pregnant women.

SUBJECTS AND METHOD

This was an analytic observational study with a cross sectional design. The study was carried out in community health center, Malang, East Java, in September 2017.

The population in this study was all midwives of Health Centers in Malang. A sample of 161 study subjects was selected by total sampling.

The dependent variable was the midwife's motivation and performance. The independent variables are incentives, work atmosphere, leadership style, training, and midwife skills.

The operational definition of the midwife's performance variable was the achievement of midwives' work in the management of preeclampsia in pregnant women as measured by a questionnaire. Motivation was a belief that directs and encourages the behavior or desires of a midwife to work on the tasks that are charged to her, especially the management of preeclampsia.

The leadership style was a specific behavior pattern displayed by the head of the health centers in an effort to influence the performance of the midwife. Work atmosphere was something in the work environment that can affect the performance of midwives in carrying out their duties, especially the management of pre-

eclampsia including facilities and colleagues.

Skills are the ability of the midwife to technically or practically manage preeclampsia. Incentives are incentives provided to midwives in return for work carried out beyond salary in the form of services.

Training is the number of activities to gain knowledge and learning skills that can be used in the management of maternal emergencies, especially preeclampsia.

Based on the results of item-total correlation reliability test, it was found that the measurement of incentive variables, work atmosphere, leadership style, skills, motivation and performance of midwives with r count ≥ 0.20 , and Cronbach's Alpha ≥ 0.70 , so that all questions were reliable. The data were analyzed using path analysis with AMOS 22.

RESULTS

Characteristic dimensions of 161 study subjects were seen according to age, years of service, marital status and employment status. Table 1 shoes the characteristics of study subjects.

Table 1 shows that most of the 161 study subjects were ≥ 30 years old (87%), almost all (93.2%) of the research subjects were married, most of the subjects were civil servants (86.3%) and the working period of most of the research subjects was ≥ 10 year (55.3%).

Table 1. The characteristics of study subjects

Characteristics	Criteria	N	%
Age	< 30 years	21	13
	≥ 30 years	140	87
Period of working	< 10 years	72	44.7
	≥ 10 years	89	55.3
Marital status	Single	11	6.8
	Married	150	93.2
Employment status	Internship	22	13.7
	Civil servant	139	86.3

The results of descriptive statistics of continuous data in the form of incentives, work atmosphere, leadership style, skills,

midwife work motivation and midwife performance can be seen in Table 2.

Table 2. Univariate Variable Study Analysis

Variable	N	Mean	SD	Min.	Max.
Incentive	161	2.22	1.04	0	3
Working atmosphere	161	5.75	1.97	2	8
Leadership style	161	7.19	2.51	1	10
Skill	161	6.78	2.59	0	10
Working motivation	161	6.92	2.45	1	10
Midwife's performance	161	6.99	2.58	1	10

Table 2 shows that each variable has a relatively small amount of data. Mean describes the average value, while the

standard deviation (SD) value describes how far the data varies. Small SD are indicative of representative data.

Table 3. Bivariate analysis of the effect of incentives, work atmosphere, leadership style, training, skills, work motivation on the performance of midwives in the management of preeclampsia

Independent Variable	r	p
Incentive	0.73	< 0.001
Working atmosphere	0.92	< 0.001
Leadership style	0.78	< 0.001
Training	0.79	< 0.001
Skill	0.94	< 0.001
Working motivation	0.98	< 0.001

Table 3 shows that the results of the Pearson product moment correlation test on the relationship of incentives ($r= 0.73$, $p<0.001$), conducive work conditions ($r= 0.92$, $p<0.001$), leadership style ($r= 0.78$, $p<0.001$), training ($r= 0.79$, $p <0.001$), skill ($r = 0.94$, $p <0.001$), motivation ($r = 0.98$, $p <0.001$) were positively associated with midwife performance and it was statistically significant.

specified criteria and is stated in accordance with empirical data.

Figure 1 shows the structural model after estimating using IBM SPSS AMOS 22, so that the values are obtained as shown. The indicator that shows the suitability of the path analysis model, which is in table 4 also shows the goodness of fit measure that obtained the CMIN fit index (fit index) of 2.48 with $p = 0.289$; $NFI = 0.99 \geq 0.90$; $CFI 1.00 \geq 0.95$; $RMSEA = 0.039 \leq 0.08$ which means that the empirical model meets the

Through Table 4, it can be seen that there is a positive influence on the work atmosphere on performance. The higher the value of the work atmosphere, the more performance increases ($b= 0.11$, $SE= 0.04$, $p= 0.004$). There is a positive influence on leadership style on performance. The higher the value of the leadership style, the more performance increases ($b= 0.06$, $SE= 0.02$, $p= 0.004$). There is a positive influence on skills on performance. The higher the skill value, the more performance increases ($b= 0.24$, $SE= 0.03$, $p<0.001$). There is a positive influence on motivation for performance. The higher the motivation value, the more performance increases ($b= 0.68$, $SE= 0.03$, $p<0.001$).

There is a positive influence of incentives on motivation. The higher the

incentive value, the more motivation increases ($b= 0.25$, $SE= 0.09$, $p= 0.006$). There is a positive influence of training on motivation. The higher the value of training, the more the motivation increases ($b= 0.89$, $SE= 0.28$, $p= 0.001$). There is a positive influence of skills on motivation. The higher the skill score, the more the motivation increases ($b= 0.39$, $SE= 0.06$, $p<0.001$).

There is a positive influence of the leadership style on motivation. The higher the value of the leadership style, the more the motivation increases ($b= 0.08$, $SE= 0.05$, $p= 0.011$). There is a positive influence of the work atmosphere on motivation. The higher the value of the work atmosphere, the more the motivation increases ($b= 0.35$, $SE= 0.09$, $p<0.001$).

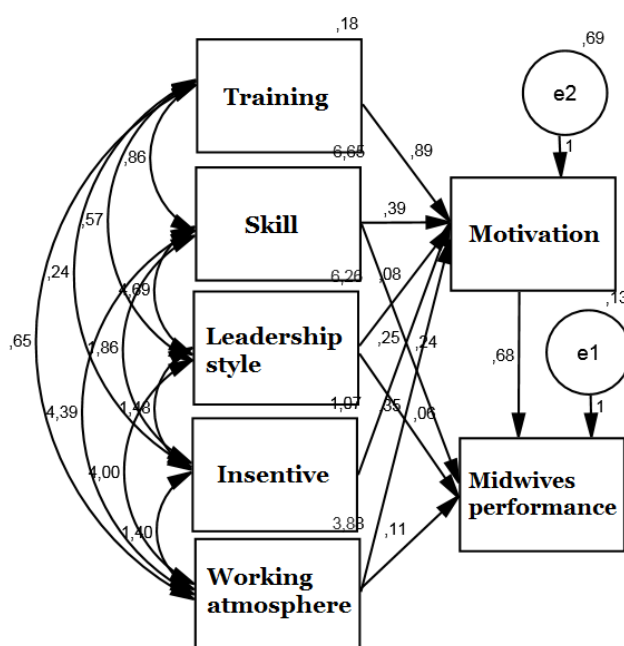


Figure 1. Structural model of path analysis

Table 4. Path analysis results

Dependent Variable	Independent Variable	b*	SE	p	β**
Direct effect					
Performance	← Working atmosphere	0.11	0.04	0.004	0.08
Performance	← Leadership style	0.06	0.02	0.004	0.06
Performance	← Skill	0.24	0.03	<0.001	0.24
Performance	← Motivation	0.68	0.03	<0.001	0.65
Indirect Effect					
Motivation	← Incentive	0.25	0.09	0.006	0.11
Motivation	← Training	0.89	0.28	0.001	0.16
Motivation	← Skill	0.39	0.06	<0.001	0.41
Motivation	← Leadership style	0.08	0.05	0.110	0.08
Motivation	← Working atmosphere	0.35	0.09	<0.001	0.28
Model Fit					
CMIN = 2.481 p = 0.289 (> 0.05)					
NFI = 0.99 (≥ 0.90)					
CFI = 1.00 (≥ 0.90)					
GFI = 0.99 (≥ 0.90)					
RMSEA = 0.039 (≤ 0.08)					
*: path coefficients are not standardized			**: standardized path coefficients		

DISCUSSIONS

1. The effect of incentive on midwives performance in preeclampsia management through motivation

There was a positive and indirect effect of incentive on midwives performance in preeclampsia management through motivation variable. Incentives were closely related to employment status, from 161 midwives, most of the midwives (86.3%) were civil servants. Incentive was one of the factors that affected the enhancement of individual's work motivation. Incentives were in the form of medical services, services, and in terms of providing rewards for increasing career levels. If the incentive distribution system which in this case was service distributed equally, it would make the midwives to have lack of work motivation and it could lead to dissatisfaction. Eventually, it would decrease the midwife's performance.

A study done by Fauzi (2014) stated that there was a significant relationship between intensive and employee's performance. Increased employee performance was affected by strong motivation to work based on the provision of incentives in financial and non-financial forms which were suitable for employees, because the incentives that were fulfilled would reduce other concentrations outside the work.

The result of a study done by Surani (2008) showed that incentives were recognition and appreciation of management for employees. A proportional incentive would motivate and satisfy the midwives, and on the contrary, disproportionate incentives would lead to complaints, decreased performance, job satisfaction, and decrease the moral of midwives.

Based on the descriptions above, it can be concluded that the incentives obtained by a midwife can indirectly affected the

performance improvement through the enhancement of midwives' work motivation.

2. The effect of working atmosphere on midwives performance in preeclampsia management through motivation

The result of analysis showed that there was a direct, indirect and positive effect of working atmosphere on midwives performance through motivation.

The work atmosphere was the most important sub-variable of motivational extrinsic factors that could affect employee's performance. The attention to the working conditions of employees was needed so that their work motivation could be maintained properly. The work atmosphere was strongly affected by the availability and functioning of equipment, comfort, and safety of the workplace. Good work atmosphere could motivate the employees in carrying out their duties (Mudayana, 2010).

According to Sedarmayanti (2009) the atmosphere or work environment was one of the factors that affect an employee's performance. A person who worked in a supportive work environment would produce good performance, on the contrary, if a person worked in a work environment that was not adequate and did not support the person to work optimally, it would lead to laziness and low work performance.

Based on the descriptions above, it can be concluded that work atmosphere could directly and indirectly affect the improvement of the performance through high improvement of midwives' work motivation.

3. The effect of leadership style on midwives performance in preeclampsia management through motivation

The result of analysis showed that there was a direct and positive effect of leadership style on midwives performance which was statistically significant, and there was also an indirect and positive effect through

motivation and it was statistically non-significant.

Mardiana (2014) measured the leadership style toward employee's performance which showed that there was a significant and positive relationship, therefore, a democratic leadership style must be maintained so that employee's performance can be maintained and even improved.

Mardiono (2016) in his study stated that there was a positive relationship between democratic leadership style and work motivation. Democratic leadership was considered to be the most effective style in terms of motivating the subordinate performance because subordinates were given the autonomy in decision making and also giving the their ideas in order to achieve organizational goals.

Most health centers in Malang City have implemented democratic leadership style as well as coordinator midwives so that they could trigger midwives' performance improvement. Based on this result, it can be concluded that the democratic leadership style imposed by a Head of Community Health Center was directly improved the performance of village midwives through increased motivation of midwives in the management of preeclampsia. This democratic leadership style provided the opportunities for subordinate to provide innovation, creativity, ideas, and ideas for the advancement of health centers especially in the management of preeclampsia. Automatically, the performance of midwives also increased in the preeclampsia management .

4. The effect of training on midwives performance in preeclampsia management through motivation

The result of analysis showed that there was an indirect and positive effect of training on midwives performance in preeclampsia management through motivation variable.

The strategy of the training program must be ensured that the workers or employees were capable in completing the work properly, and for their achievements, the midwives deserved the rewards for their performance. This would increase the work motivation of midwives and indicated that there was a correlation between training programs and performance. Training related to performance was the development and improvement of skills or competencies that can have a direct impact on the performance of individual and team.

The result of a study done by Harlie (2012) stated that the role of motivation in improving employee's performance was very important, so that the motivation given in the form of guidance and training could help each employee to be able to work in achieving the expected performance.

Based on the Minister of Health regulations number 161/MENKES/PER/1/2010 regarding health registration and competency of health personnel, it stated that a health personnel must conduct a training in order to improve competence so as to produce good performance. Training was a part of organizational activities to achieve good performance.

Based on the descriptions above, it can be concluded that training has an indirect effect on the improvement of performance through high midwives' work motivation.

5. The effect of skill on midwives performance in preeclampsia management through motivation

The result of this study showed that there was a direct, indirect, and positive affect of skills on midwife performance through motivation.

According to Sutrisno (2011) skill was the existence of knowledge of a particular environment, understanding of problems arising from the environment, and skills for solving the problems.

Someone who did not fulfill the competency would have lack of skills to work and it would create a pressure, which in turn can lead to low motivation caused by the lack of confidence in the abilities possessed (Edison and Anwar, 2016).

Based on the result of a study done by Yulianti (2012), it was stated that there was a tendency for respondents who have good skills to perform well. The results of the research supported the theory which stated that in order to improve the performance of a midwife, one of the supporting factors was the level of midwife's skill. High level of midwife's skill would improve the performance.

Based on the descriptions above, it can be concluded that skill was directly and indirectly affected the improvement of performance through high midwives' work motivation.

6. The effect of motivation on midwives performance in preeclampsia management

The result of analysis showed that there was a direct and positive effect of motivation on midwives performance in preeclampsia management.

According to Sulaeman (2014), motivation can be used as a strategy to improve the performance of health center's employees, because the effectiveness of employees' performance depend on their motivation.

Based on the result of a study done by Yulianti (2012), it showed that if the motivation was good, then the performance of the midwives in health center was also good. The result of this study was in accordance with a study done by Mulastin (2009) which stated that there was a significant relationship between motivation and village midwives performance in the detection of the pregnant women risk in Jepara Regency. Melianti (2012) stated that there was a

relationship between motivation and village midwives performance in the early detection of pregnant women's high risk in the work area of the East Lombok District Health Office in 2011, a study done by Destariyani (2011) stated that there was a relationship between motivation and village midwives performance in the early detection of preeclampsia in Lebong District, Bengkulu. Kristiani (2007) also stated that there was a significant relationship between motivation and village midwives performance in antenatal services in South Bengkulu.

Satisfaction of the work was in line with facing challenges in serving the community so that the midwives can get the opportunity to achieve good results or achievement, midwives must enjoy their jobs, have responsibilities, given the opportunity by the government to develop their careers such as promotion, training, and most importantly, the midwives got recognition from the government if they did a good job. Recognition or awards given by the government could be done in various ways such as letters of appreciation, rewards, job promotions, and others.

A study done by Gamayanti and Amir (2013) stated that factors related to the motivation of health personnels in the health center which in this case include the village midwife, namely the work atmosphere, compensation, and relationships with colleagues. In a study of Wijayanti (2012), it was stated that motivation has a positive and insignificant effect on employee's performance. Good motivation would increase the employee's performance, and poor motivation would decrease the employee's performance.

High work motivation would help someone to have a high spirit to provide the best service in order to achieve maximum performance. Some of the causes of the

decrease in motivation of midwives in the village could be due to several things including unsatisfactory of income economic conditions, a less comfortable work environment, and the lack of appreciation from the leader. It was necessary to have a conducive working relationship between the midwife and the leader or staff of the health center, guidance from the coordinating midwife and the head of the health center in every activity or task performed by the midwife as well as giving awards to outstanding midwives in the form of praise, career promotion or position, education, and additional operational funds. The relationship between the midwife and the community needed to be fostered properly through the improvement of soft skills. Good soft skills would affect the acceptance of midwives in the community and have an impact on improving the performance of midwives.

It can be concluded that midwives motivation directly affected village midwives performance by increasing midwives' motivation both influenced by internal and external factors which automatically increased midwives' performance in preeclampsia management.

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