

The Influence of Midwife Competence and Discipline on Midwife Work Productivity through Work Motivation at Public Health Centre at Central Mamuju Regency

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Abstract

This research was conducted at the Public Health Center at Central Mamuju Regency. The sampling through purposive sampling, which is based on specific considerations/criteria. The total sample was 34 respondents at the Public Health Center at Central Mamuju Regency. Data collection was carried out through direct interviews and the use of questionnaires. The data analysis used multiple linear regression and path analysis. The results showed that (1) the competence of midwives influenced work motivation at the Public Health Center at Central Mamuju Regency; (2) discipline impacts work motivation in Public Health Center at Central Mamuju Regency; (3) the competence of midwives influences work productivity in the Public Health Center at Central Mamuju Regency (4); discipline has an impact on work productivity in the Public Health Center at Central Mamuju Regency; (5) the competence of midwives consequences work productivity through work motivation at the Public Health Center at Central Mamuju Regency; (6) discipline has an impact on work productivity through work motivation at the Public Health Center at Central Mamuju Regency; (7) Work motivation has an effect on work productivity at the Public Health Center at Central Mamuju Regency.

Keywords:

Competence of Midwives, Discipline, Work Motivation, and Work Productivity

1. Introduction

The midwife is a pioneer in health development and an advocate for community health services but can also be an obstacle to the success of programs for pregnant women. The performance of a midwife can be affected by several factors. There are 3 (three) variables affecting performance, namely: individual, organizational, and psychology.

Individual factors include education, knowledge, skills, experience, and demographics. Psychological factors include attitudes, personality, perceptions, and motivation.

Competence influences work motivation. Competent employees have a high reason to work, attitudes, behaviors, and stable work abilities when faced with workplace situations. According to (Sudarmanto 2015), one of the components of incompetence is motivation, which is consistently thought of or desired by someone who causes action. According to (D. Priansa 2014), competencies such as motivation are needed at the employee level. Motivation is the ability to encourage innovation, work improvement, and sustainable productivity to meet competency barriers. This concept is in line with research (Triyanto & Sudarwati, 2014), concluding that competence influences work motivation. A study by (Solehudin & Yusuf, 2018) concluded that there is an effect of competence on work motivation.

Besides competence which influences motivation, the discipline also affects. According to (Hasibuan 2011), the purpose of reason is to create conducive/good working conditions and relationships, increase responsibility for work, increase work discipline. This concept is in line with research (Serly Herliantini, 2016; Nuraini et al., 2019; Umanailo, 2020, 2019), which concludes that there is an effect of punishment on motivation. A study was then conducted by (Parinduri, Yusmartato, & Hernawati, 2017), which concluded that discipline influences work motivation.

(Sedarmayanti, 2009) states that productivity is the relationship between the output produced and the input used at a particular time. So, in general, it is said that productivity includes the meaning of comparing the results achieved or production with all the resources used or inputs. Also, productivity improvements were reported in both quality and quantity of work. The resulting increase in the number of hours worked consumes instructions for employees and the work percentage because they are busy fixing it.

2. Literature Review

According to (Sedarmayanti 2017), competence can include the repetition of facts and concepts to learning behavior and professional values. Spencer and Spencer (Hamzah Buno, 2009) say that competence is an individual salient trait and a way of behaving and thinking in everything and lasted a long time. Thus, it can be understood that competence refers to personal performance in work which can be seen through attitudes, behaviors, and thoughts. According to (Sagala 2010), competence is a combination of knowledge, mastery, values, skills, and attitudes, reflected in the habits of thinking and acting. According to (Wijaya, Cece, & Rusyan, 2004; Mu'adi et al., 2020; Nawawi et al., 2020), competence is the ability to describe the essence of meaningful qualitative behavior. According to (Moekijat 2005), discipline is the ability to control oneself. According to (Singodimedjo & Markum, 2008), discipline is an attitude of individual willingness and willingness to obey the norms of the rules that apply around them. (Nitisemito, 2001) Work discipline is a behavior, attitude, behavior, and actions aligned with organizational practices, whether written or not. According to (Siswanto & Bedjo, 2006), work discipline is an attitude of mutual respect, obeying the applicable rules, whether written or not, and being able to implement them, and ready to accept sanctions if they violate.

In carrying out every activity or daily activity, discipline is often deftly defined, precisely, both time and place. Whatever the form of the training, if it is carried out consequently, the "predicate" of that discipline has corrupted one's soul. Discipline is the awareness and willingness of a person to obey all company rules and prevailing social norms. Awareness is the attitude of a person who voluntarily follows all company regulations and overall social standards. Work discipline is a tool used by managers to communicate with employees to be willing to change behavior and as an effort to increase awareness and availability of a person to comply with all company regulations and prevailing social norms. Work Discipline is an attitude of respect, respect, obedience, and obedience to the general rules and regulations, both written and unwritten. It can carry it out and not evade sanctions if he violates the duties or authorities given to him.

Justice also encourages the realization of employee discipline, because the human ego and attitude always feel important and ask to be treated the same as other humans. Justice, which is used as the basis for policy in the provision of remuneration (recognition) or punishment, will stimulate the creation of good employee discipline. A leader or manager who is sufficient in his leadership is always fair to all his subordinates, because he realizes that good justice will create good discipline as well.

According to Vroom (Purwanto, 2018), motivation tends to influence a person's choice of various activity forms. According to (Hamzah Buno, 2009), work is 1) a fundamental and essential activity for humans, 2) giving status and binding, 3) generally men and women like to work, 4) employee morale has no direct relation to the physical or

material work, 5) incentives can take many forms, one of which is money. Motivation as encouragement and behavior direction through praise, incentives so that managers can motivate them to work actively and actively (D. J. Priansa, 2017). The same opinion is (Terry 2006) that motivation is an effort to complete work through enthusiasm. Motivation is encouragement with several behavioral processes in achieving a goal.

2.1. Work productivity

According to (Umar & Husein 2009), productivity has 2 (two) dimensions. First, effectiveness leads to maximum performance achievement by achieving targets based on quality and quantity, and time. Second, efficiency is related to comparing the input with utilization or how it is done in work. According to (Hasibuan 2011), productivity is a comparison of output to information. If this increases productivity, it is possible to increase efficiency (time-material-energy) and the work system. (Sinungan & Muchdarsyah, 2014; Hasyim, et.al. 2019.) defines productivity in three ways, namely: (1) the classical formula for all productivity and nothing but the ratio not what is produced for all the production equipment used, (2) productivity as a mental attitude which sees that Today's Today's quality of life is better than before, tomorrow is better than Today Today, (3) productivity as a harmonious interaction of essential factors, namely investment including knowledge and research, labor and management.

3. Methods

The research design is a survey to analyze the facts and data needed to support research and answer and solve the problems. The approach used is quantitative; this approach is testing theories through the relationship between variables.

4. Results and Discussion

Path analysis is used to know the relationship or influence of midwife competence (X1), discipline (X2), work motivation (Y1), and work productivity (Y2) as follows:

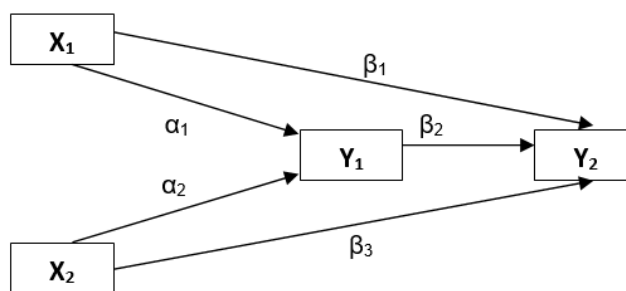


Figure 1. Path Analysis

4.1. Path Analysis

In addition to independent variables (X), this research used an intervening variable as intermediate variables that function to moderate the relationship of independent variables with dependents. Path analysis is used to test the influence of intervening variables. Path analysis is the development of regression analysis that pushes the causality between variables as determined (Ghozali, 2011).

Direct Influence

The results of the regression analysis of inter-variable relationships are shown in the following table:

Table 1. Regression Analysis

Independent Variables	Dependent Variables	Symbol	Beta Cow	Sig	SE
Competency (X1)	Work motivation (Y1)	X1--> Y1	0.608	0.000	0.090
Discipline (X2)		X2--> Y1	0.446	0.001	0.131
Competency (X1)	Work productivity (Y2)	X1--> Y2	0.509	0.000	0.050
Discipline (X2)		X2--> Y2	0.296	0.000	0.065
Work motivation (Y1)		Y1--> Y2	0.416	0.000	0.074

Source: Data processing, 2019.

The beta coefficient of the influence of the midwife's competence (X1) on work motivation (Y1) is 0.608 with a SE value of 0.090 at a significance level of 0.000. This coefficient shows that the midwife's competence (X1) positively affects work motivation (Y1). This means that an increase in the competence of midwives (X1) will be followed by the rise in work motivation (Y1), assuming that other factors that affect the size of work motivation (Y1) are considered constant. The beta statistical value of the coefficient of the influence of the midwife's competence (X1). On work motivation (Y1) is 0.608 with a significance of 0.000 or below 0.05. This means that midwives' competence (X1) positively and significantly affects work motivation (Y1). Thus, hypothesis 1, which states that midwife competence has a positive and significant impact on work motivation at Public Health Center at Central Mamuju Regency, is proven.

Discipline on work motivation

The beta-coefficient of the effect of discipline (X2) on work motivation (Y1) is 0.446, the value is SE0.131, with a significant level of 0.001. This shows that field (X2) has a positive effect on work motivation (Y1). That the increase in area (X2) will be followed by work motivation (Y1), assuming other factors are considered constant. Thus, hypothesis 2, which states that discipline has a positive and significant effect on work motivation in the Public Health Center at Central Mamuju Regency, is proven.

Competence of midwives on work productivity

The beta-coefficient of the effect of midwife competence (X1) on work productivity (Y2) is 0.509 with a SE0.050 value at the significant level of 0.000. It shows that midwives' competence (X1) positively affects work productivity (Y2). The increase in midwives' competence (X1) will be followed by work productivity (Y2), assuming other factors are considered constant. Thus, hypothesis 3 that midwives' competence positively and significantly affects work productivity in the Public Health Center at Central Mamuju Regency is proven.

Discipline on work productivity

The beta-coefficient of the effect of discipline (X2) on work productivity (Y2) is 0.296 with a SE0.065 value at the significant level of 0.000. Show that field (X2) has a positive effect on work productivity (Y2). That the increase in the discipline (X2) will be followed by work productivity (Y2), assuming other factors are considered constant. Thus, hypothesis 4 that discipline positively and significantly affects work productivity in the Public Health Center at Central Mamuju Regency is proven.

Work motivation on work productivity

The Beta-coefficient describes the effect of work motivation (Y1) on work productivity (Y2). It is 0.416 with a value of SE0.074 at a significant level of 0.000. This shows that work motivation (Y1) has a positive effect on work productivity (Y2). An increase in work motivation (Y1) will be followed by work productivity (Y2), assuming other factors are considered constant. Thus, hypothesis 7 that work motivation positively and significantly affects work productivity in the Public Health Center at Central Mamuju Regency is proven.

The actual influence of the results of the calculation of direct and indirect effect can be seen in the following table:

Table 2. Total Influence

Independent Variables	Dependent Variables	Coefficient
Midwife competency (X1)	Work productivity (Y2)	4.802
Discipline (X2)		3.175
Work motivation (Y1)		0.416

Source: Data processing, 2019.

The actual influence of midwife competence(X1) on work productivity (Y2) was $0.509 + 4.293 = 4.802$. They demonstrated midwife competence and increased work productivity through a combination of direct and indirect influences of 4,802; The total effect of Discipline(X2) on work productivity (Y2) was $0.296 + 2.879 = 3.175$. Demonstrates that discipline can increase work productivity through a combined direct and indirect influence of 3,175; The total effect of work motivation (Y1) on work productivity (Y2) was 0.416. This shows that work motivation can increase work productivity through direct and indirect influences by 0.416.

The effect of midwives' competence on work motivation is positive, meaning that the increase in midwives' competence is followed by an improvement in work motivation, assuming that other factors are considered constant.

The study results are in line with research (Triyanto & Sudarwati, 2014), concluding that competence influences employee motivation. Furthermore, research (Solehudin) & Yusuf, 2018) concluded that there is an influence of competence on employee motivation. The influence of the discipline variable on work motivation is positive, meaning that an increase in discipline is followed by an improvement in work motivation, assuming that other factors are considered constant. This research is in line with research (Serly Herliantini, 2016), which concludes that there is an effect of work discipline on work motivation. Parinduri et al., 2017) concluded that the field has a significant impact on work motivation. Also, (Hasibuan 2011) stated that the purpose of reason is to create conducive and good working conditions and relationships, increase responsibility for work and increase work discipline.

The effect of midwife competence on work productivity is positive. An increase in midwife competence will be followed by improved work productivity, assuming other factors are considered constant. This research is in line with (Ramdhan & Tackbir Abubakar, 2018), which concludes that employee competence influences work productivity. Furthermore, research (Nuryanto, Murakhman Sayuti Enggok, & Abdurrahman, 2017) concluded that competence has a significant effect on work productivity.

The effect of discipline on work productivity is positive, meaning that increased field is followed by improvements in work productivity, assuming other influencing factors are considered constant. This study is in line with research (Widyaningsih & Nesty, 2013) that work discipline has a significant positive effect on work productivity. Furthermore, Ismanto's research, Nano (2014), states that there is an effect of punishment on employee work productivity. This study's results are also in line with the view (Sinungan & Muchdarsyah, 2014) that one of the factors that can affect work productivity is work discipline, such as obedience, obedience, and awareness of the regulations of the institution or organization. Work discipline can make work quickly completed. Then (Nawawi 2011) argued that morale could be defined as employees' mental attitude in doing their jobs; this attitude is shown through passion in carrying out tasks and encouraging themselves to work better and productively.

This study shows a significant positive effect of midwife competence on work productivity through work motivation. This can be seen in the path analysis of the indirect impact of midwife competence through work motivation has a significant effect on work productivity; thus, work motivation can affect the competence of midwives on work productivity. The managerial implication of the influence of midwife competence on work productivity through work motivation is that work motivation provides a driving force that encourages midwives' work to cooperate. Work effectively and re-integrated with all abilities to achieve performance levels, influencing the competence with characteristics that include knowledge, behaviour, and skills that must be possessed in carrying out midwifery practice responsibly.

This research shows that there is a significant positive effect of discipline on work productivity through work motivation. This can be seen in path analysis results; the indirect impact of the field through work motivation has a significant effect on work productivity. Thus, work motivation can influence discipline on work productivity. Work motivation on work productivity is positive, meaning that an increase in work motivation is followed by improved work productivity, assuming that other factors are considered constant. This research is in line with research (Yusnita, 2011) that motivation positively affects work productivity. Furthermore, research (Widyaningsih & Nesty, 2013) states that work motivation positively influences work productivity.

5. Conclusion

The competence of midwives has a significant positive effect on work motivation at the Public Health Center at Central Mamuju Regency. Discipline has a significant positive effect on work motivation at the Public Health Center at Central Mamuju Regency. The competence of midwives has a significant positive effect on work productivity at the Public Health Center at Central Mamuju Regency. Discipline has a significant positive effect on work productivity at the Public Health Center at Central Mamuju Regency. Midwife competence has a significant positive effect on work productivity through work motivation at the Public Health Center at Central Mamuju Regency. Discipline has a significant positive effect on work productivity through work motivation at the Public Health Center at Central Mamuju Regency. Work motivation has a significant positive effect on work productivity at the Public Health Center at Central Mamuju Regency.

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