

# **Knowledge and Skills in Handling High-Risk Pregnant Women through Work Motivation of Midwives at Lalabata Health Center (Puskesmas), Soppeng Regency**

**Rachmatiah**

Student of Management Magister Program  
Sekolah Tinggi Ilmu Ekonomi Amkop Makassar  
rachmatiah@gmail.com

**Ikhsan Kadir, Umar Syarifuddin**

Postgraduate Program  
Sekolah Tinggi Ilmu Ekonomi Amkop Makassar  
kadir.ikhsan@gmail.com, syarifuddin.umar@gmail.com

**Fitrah Ramadhani**

Nurse Department  
Akademi Keperawatan Lapatau  
fitrahramadani16@gmail.com

**Misnawati**

Law Studies Department  
Sekolah Tinggi Ilmu Hukum Pengayoman  
misnawati\_amir@yahoo.com

**Esther Kembauw, Maryam Sangadji**

Pattimura University  
ekembauw@yahoo.co.id, maryam\_sng@yahoo.co.id

## **Abstract**

The purpose of this study is to evaluate and examine the influence of information and skills, both direct and indirect, on the management of high-risk pregnant women. At Lalabata Health Center, Soppeng Regency, the intervening predictor is the job incentive of midwives. A quantitative methodology is a technique in this report. The test site was at Soppeng Regency, Lalabata Health Center. And with a total of 98 patients, sampled the whole population. They are using route analysis in performing statistical experiments. The findings of this research were knowledge and skills directly impacting the willingness of midwives to work and on the care of pregnant women at high risk. In this situation, the indirect influence of knowledge and skills on the risk of coping with pregnant women through midwives' motivation to work is significant. In Lalabata Health Center, Soppeng Regency, the better the expertise and skills, the better the midwife's job morale, and the better handling of high-risk pregnant mothers.

**Keywords:** Knowledge, Skills, Work Motivation, and Management of High-Risk Pregnant Women, Indonesia

## **1. Introduction**

The inability of pregnant women to conduct prenatal testing would cause their pregnancy and child to be at risk or complicated (Tamsah et al., 2020). Still, if anything related to their pregnancy happens because there is no early warning, it will be challenging to manage. And it would not reveal to pregnant mothers that do not conduct antenatal treatment that the birth goes well or has high-risk situations and obstetric risks that can threaten the mother and her child's safety. And it can contribute to high mortality and morbidity (Saifuddin, 2002).

The awareness, expertise, and job morale of midwives is one factor that affects the treatment of high-risk pregnant women. If a pregnant woman is more conscious of the high risk of pregnancy, the mother is likely to worry about deciding actions and habits to prevent, avoid, or conquer pregnancy risk. And mothers have the awareness to perform antenatal visits and confirm their births. Whether there is a danger during the pregnancy will be treated early and adequately by health staff.

Of course, the responsibility of a midwife in the care of high-risk pregnant women will often follow the development of the mother and child's wellbeing if it is routine and identify high-risk/unhealthy births and all similar tasks offered by the health center. And the care of high-risk pregnant women at Puskesmas is, of course, done by professional health professionals in compliance with the SOP. Therefore, to optimize their wellbeing during breastfeeding, pregnant women must also have the awareness and expertise to provide early warning, care, or referral of specific risks.

Puskesmas has played a role in sustaining and strengthening the nation's health status as a health agency whose mission is to enhance the community's health status and is the spearhead of health services. The faith provided to the Puskesmas by the community and government is an honor and a mandate and a challenging mission that must be seriously carried out and a heart full of sincerity. With the advancement of science and technology in the health sector, this Puskesmas is expected to strive and progress even more challenging. Occupational professionalism, especially in the provision of health services to communities in the region. This research relates to how midwives' job morale at Lalabata Health Center, Soppeng Regency, affects the care of high-risk pregnant women, both direct and indirect consequences with the intervening component.

## 2. Literature review

Study findings from Herlina et al., 2017, analyzed the effects of experience, behaviors, and workload on nursing care reporting. Her research results showed that the more nursing knowledge, the more successful the nursing care documentation would be in the B Class B Tenriawaru General Hospital Bone Regency. Then the findings of Yainanik's research (2017) investigate age, level of education, and knowledge of primigravida mothers' antenatal care in coping with childbirth anxiety (A'yun et al., 2019). The results showed that there was a significant association between age, level of education, and experience of antenatal care with maternal stress of primigravida, and the effects of Rahmah Nur Hayati, 2007 examining how the I Hypothesis 1 may, thus, be rendered as follows:  
H1. The Awareness Effect on Midwives' Job Motivation

The findings of the 2017 study by Elim Layuk et al., which investigated the influence of expertise and skills on hospital satisfaction at the Labuan Baji Hospital in Makassar, where the results found that skills had an impact on patient satisfaction, the higher the degree of competence, the higher the level of patient satisfaction. Then, at the Youth and Sports Office of Sinjai Regency, the findings of research by Akbar et al., 2017, which explored the effects of motivation, pay, and organizational environment on employee job satisfaction, where the higher the reason of workers, the higher the level of job satisfaction. Then Serly Herliantini et al., 2016, investigated the impact of job discipline, work motivation pays, where it was found that the higher the level of employee discipline, the greater the motivation for work in the West Java Province Food Crops Agriculture Office. Hypothesis 2 should, thus, be rendered as follows:

H2. Effects of Skills on Midwives' Job Motivation

The findings of the research by Elim Layuk et al., 2017, Kanto et al., 2020; Umanailo, 2020; Nuraini et al., 2019, which explored the effects of expertise and skills on hospital satisfaction at the Makassar Labuang Baji Hospital, where the results indicate that knowledge has an impact on patient satisfaction, the higher the degree of competence, the higher the level of patient satisfaction. The findings of Nuke Devi Indrawati (2016) examined the increase in awareness and attitudes of high-risk pregnant women with media-based counseling. The study results showed that increased knowledge of high-risk pregnant women was affected by media and leaflet-based counseling. Dan Dwina Anggraini et al., 2016 examined the analysis of student k. The element of knowledge. Hypothesis 3 may, thus, be rendered as follows:

H3. The Effect of Knowledge on Management of High-Risk Pregnant Women

The research results by Nuke Devi Indrawati et al., 2016, examined the increase in knowledge and attitudes of high-risk pregnant women with media-based counseling. The findings were media-based knowledge (LCD) could

increase the knowledge and attitudes of high-risk pregnant women. While the results of Rose Nurhudhariani's research et al. (2015) examined the effect of pregnancy exercise training on improving pregnancy exercise skills in the Work Area of pregnant women at the Kedungmundu District Health Center. Their research found that prenatal training increased their skills in prenatal training at the Kedungmundu District Health Center. Thus, hypothesis 4 can be made as follows:

H4. Impact of Expertise on High-Risk Pregnant Women Management

The findings of Natiqotul Fatkhiyah's (2015) research investigating the encouragement, level of oversight, and compliance of midwives in the diagnosis of preeclampsia found that the greater the motivation of midwives, the more successful it was to improve preeclampsia detection. Thus, statement 5 may be rendered as follows:

H5. Impact of Midwives' job inspiration on the management of high-risk pregnant women

The research results by Tri Utami Listyaningrum et a (2016) investigated the level of awareness and motivation of mothers related to exclusive mother breastfeeding. The findings found that the better the knowledge of others, the more motivated mothers are to grant working mothers exclusive breastfeeding to their kids at PT. Globalindo Intimates, Klaten. Meanwhile, at the Kuta Baro Health Centre, Rona Trisnawati's (2012) research findings investigated the connection between awareness and details of pregnant women regarding high-risk pregnancies with prenatal treatment adherence. The research results were that mothers' knowledge of high-risk pregnancies was in good categories as many as eight people 9%, just 42 people (25.4 percent). And the findings of the 2015 study by Sandra Maria Cornelis et al. suggested a correlation between the level of education and the awareness of high-risk pregnancies among pregnant women. At Papusungan Health Center, Bitung City, South Lembeh District. Thus, assumption six may be made as follows:

H6. The impact of awareness on the treatment of pregnant women at high risk by an incentive to work

And the findings of Sri Indah's report (2014) explored how the relationship between the husband's support, the mother's motivation, and involvement in class visits for pregnant women in Dadaprejo Village, Sengkaling Malang. The results showed that the greater the mother's reason, the greater the class visits of pregnant women in Dadaprejo Village. Sengkang Malang, then it is possible to make hypothesis 7 as follows:

H7. The Effect of Skills on Handling High-Risk Pregnant Women through Work Motivation

### 3. Method

This study uses a causality design or a relationship of cause and effect on the research variables. The research population was all workers of the Mamuju Education Department of the Tomakaka Group, West Sulawesi, totalling 90 individuals, using a saturated sampling methodology as a survey comprising the entire population, namely 90 individuals. Data collection procedures are carried out via evaluation, interviews, questionnaires, and recording. And data collection using analysis of routes

### 4. Results

For path analysis, structural tests 1 and 2 were carried out. Based on the results of the path analysis for each test of the influence between variables and the independent, it can be seen in the following table:

**Table 1.** Sub-Structure Hypothesis Test I  
Coefficients <sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,491	1,616		4,017	,000
	Knowledge (X1)	,468	,119	,407	3,089	,003
	Skills (X2)	,526	,094	,651	4,534	,000

a. Dependent Variable: Work Motivation (Y1)

**Source:** Primary data after processing, 2020

The regression coefficient value is 0.751 with a significance level of 0.000 which means significant (sig <0.05) or the value of  $t_{count} > t_{table}$  (7.506 > 1.987)

**Table 2.** Sub Structure Hypothesis Test II

Coefficients <sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,020	1,575		,635	,527
	Knowledge (X1)	,204	,113	,228	2,386	,001
	Skills (X2)	,167	,093	,193	1,854	,005
	Work Motivation (Y1)	,511	,092	,615	5,204	,000

a. Dependent Variable: Management of High-Risk Pregnant Women (Y2)

Source: Primary data after processing, 2020

The regression coefficient value is 0.630 with a significance level of 0.000 which means significant (sig <0.05) or the value of  $t_{count} > t_{table}$  (7,642 > 1,987)

Table 3. Hypothesis Test Results

Path Coefficient	Standardized Coefficient	T <sub>count</sub>	Conclusion
X1 against Y1	0.407	3,089	H1 accepted
X2 against Y1	0.651	4,534	H2 accepted
X1 against Y2	0.652	2,286	H3 is accepted
X2 against Y2	0.193	1,854	H4 accepted
Y1 against Y2	0.615	5,204	H5 accepted
X1 against Y1 through Y2	0.407 x 0.615 = 0.250	3,010	H6 accepted
X2 against Y1 through Y2	0.651 x 0.615 = 0.400	4,783	H7 accepted

Source: Primary data after processing, 2020

To see the amount of contribution given to each of the sub-structures in this study as follows:

Table 4. Model I Determination Coefficient Test  
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,696 <sup>a</sup>	,685	,674	1,361

a. Predictors: (Constant), Skills (X2), Knowledge (X1)

Source: Primary data processed, 2020

The magnitude of the R Square number in the Sub Structural I model is 0.685 indicating that inspirational leadership affects soft competence by 68.5% and the remaining 31.5 % is influenced by other variables not included in the study.

Table 5. Model II Determination Coefficient Test  
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,745 <sup>a</sup>	,555	,541	1,226

a. Predictors: (Constant), Work Motivation (Y1), Knowledge (X1), Skills (X2)

Source: Primary data processed, 2020

The magnitude of the R Square number in the Sub-Structural II model is 0.555 indicating that inspirational leadership affects work creativity by 55.5% and the remaining 44.5 % is influenced by other variables not included in the study.

## **5. Discussion**

### **5.1 The Awareness Effect on Midwives' Job Motivation**

Awareness influences work motivation. The greater the knowledge of a person, the more motivated he is to conduct a work task because it is a combination of information with current comprehension. Much of the experience is acquired by the five senses, which is relevant to the opinion of Notoatmojo (2020), which notes that most human knowledge is obtained by sight. Meanwhile, job inspiration is a desire that emerges from someone out of the awareness of doing something.

And Sondang P. Siagian (2008) claims that job motivation is the desire that emerges from within an organism to form an ability to be used in work. This is related to the findings of the study by Herlina et al. (2017), which explored the impact of expertise, behaviours, and workload on reporting of nursing care, where the findings showed that the greater the knowledge of nurses, the more productive it would be to record nursing care in the Tenriawaru General Hospital class. B Regency of Bone.

### **5.2 The Effect of Expertise on the Job Motivation of Midwives**

Their talent level very much determines the work motivation because anyone with strong abilities will have the ability to do their job because of the work motivation that emerges to perform an activity from within individuals. In principle, talents are individual because, based on the ability and experience; everyone will have various skill levels (Rinantanti et al., 2019). This is related to what Wahyudi B (2002) notes that talent is an ability or expertise only learned in practice to do a job.

This study is related to the findings of Elim Layuk et al., 2017, which investigated the effect of expertise and skills on hospital satisfaction at Labuang Baji Hospital, Makassar. The results indicate that skills have an impact on patient satisfaction. In this case, the higher the level of ability, the higher the level of patient satisfaction, than the results of Akbar research.

### **5.3 Effects of information on the treatment of pregnant women at high risk**

Any time she experiences a challenge in the care of high-risk pregnant mothers, an expectant mother's expertise will benefit, and knowledge is gained by experience. It means that the experience she has will help pregnant women take action or awareness that has been coupled with comprehension and capacity for action. And the findings of the study at Labuang Baji Hospital, Makassar, by Elim Layuk et al. (2017), investigated the influence of expertise and skills on inpatient swamp patients' satisfaction. The results found that knowledge had an impact on patient satisfaction. In this case, the higher the degree of ability, the higher the level of patient satisfaction. The findings of Nuke Devi Indrawati's (2016) study, which analysed the growth in awareness and attitudes of high-risk pregnant women with media-based therapy, showed that increased knowledge of high-risk pregnant women was affected by media-based and leaflet-based counselling.

### **5.4 Impact of expertise on the treatment of pregnant women at high risk**

The research results by Nuke Devi Indrawati et al., 2016 examined the increase in awareness and attitudes of high-risk pregnant women with media-based therapy. The results were that media-based knowledge (LCD) could improve the experience and perspectives of high-risk pregnant women. The findings of research by Rose Nurhudhariani et al. (2015) examined the impact of pregnancy.

In doing regular Ante Natal Care (ANC) tests, high-risk births should still be disciplined. And at any appointment, midwives must recognize high-risk deliveries and report precise details. If anomalies are detected, midwives should take the appropriate precautions and refer for more intervention, which is only achieved if a midwife has the strong ability. Therefore, the impact of abilities has a significant effect on the treatment of mothers who have high-risk pregnancies. Thus, in the Puskesmas region, high-risk pregnant women must be monitored in compliance with the guidelines laid down by qualified midwives, with expertise and quality or quality prenatal care during pregnancy, early diagnosis, treatment, or reference to such complications.

### **5.5 Impact of midwives' job inspiration on the treatment of high-risk pregnant wome**

In this situation, motivation is a state that moves workers who are guided to obtain a positive job outcome and offer care for high-risk pregnant women. And it can stimulate excitement, desire, and sincerity to work for others, particularly in terms of managing risks for pregnant women, by having the right work incentive. It is like what

Wexley and Yuki claimed in As'ad (2002), which notes that willingness to work can stimulate energy or motivation to contribute to deciding the amount of obligation to be fulfilled.

Motivation can influence internal and external variables as a psychological function in an individual, as for the two variables that affect a midwife's job motivation, such as the desire or expectation to get an award, the desire to obtain attention, whereas for externals, such as fair pay, work atmosphere, and life. This is related to the findings of Natiqotul Fatkhiyah (2015) research investigating the motivation, standard of monitoring, and enforcement of midwives in the diagnosis of preeclampsia, where the results found that the higher the reason of midwives, the more successful it was to improve preeclampsia detection.

### **5.6 Knowledge's effect on the treatment of high-risk pregnant women by work encouragement**

Health professionals, especially midwives, must often be careful with the care of high-risk pregnant women. Their pregnancy can cause a greater risk of danger and problems for pregnant women and the baby they bear during pregnancy. And according to Syarifuddin et al. (2009) in Ummah F (2015), on average, 90% of maternal deaths are caused by obstetric complications during conception, labor, and childbirth. If pregnant women have these risk factors, these complications appear to increase since health workers need to have the expertise and a high degree of work motivation, especially in the care of pregnant women with very high risks.

Therefore, with a high degree of expertise held, it will help increase the efficiency of managing pregnant women that are very dangerous and will lead the mother and the baby to die. Hence, midwives with work incentives appear to get more positive outcomes from their role, vital to the results. Research by Linda Meliati (2011) notes that if they have strong job incentives, village midwives' success in the early diagnosis of high-risk pregnant women in the work area of the East Lombok District Health Office will improve.

### **5.7 The effect of abilities on the handling of high-risk pregnant women by an incentive to work**

Only if the midwife has strong abilities can the care of high-risk pregnant women be appropriately done. This is important to Sondang P. Siagian (2008) view, which says that skills are the capacity of a person to conduct action behaviors to obtain outcomes, implying that they can use what they have. Right, but this is heavily affected by a person's desire to work, and even though someone is competent. It cannot guarantee that someone acts without motivation for work in someone because the reason for work is an obligation to do something or act in a prescribed way.

This analysis is in line with Sri Indah's (2014) research exploring the link between the support of the husband, motivation of the mother, and involvement in class visits of pregnant women in Dadaprejo Village, Sengkaling Malang. The results show that the higher the mother's encouragement, the higher the class visits of pregnant women. Sengkaling Malang in Dadaprejo Village, Of course, there is a tendency to deal with pregnant women that are at high risk. Midwives that have strong skills would also be sufficient. But the right job motivation must also support this because reason in a person is a psychological mechanism, so there is a force that drives the midwife guided and concentrated on achieving work goals. And this is related to the findings of Emy Yulianti's (2012) study, which notes that midwives' success affects many aspects, including skills, leadership, and motivation for work.

## **6. Conclusion**

Based on the findings of the previous chapter's study and discussion on the effect of awareness and skills on the care of high-risk pregnant women through the work inspiration of midwives at Puskesmas Lalabata, Soppeng Regency, high-risk pregnant women in the Puskesmas region must be addressed in compliance with the midwife's standards. In this scenario, early diagnosis, treatment, or referral to such complications, and empathy or consideration are required to always pay serious attention to pregnant women as a means of support for pregnant women who are educated, knowledgeable, and have the quality or reliable antenatal care during pregnancy. Therefore, the influence of knowledge and skills has a significant effect on handling high-risk pregnant women through work motivation. It means that if the knowledge and skills are vital, Soppeng Regency will increase the midwives' work morale at Puskesmas Lalabata and impact the handling of high-risk pregnant women.

## References

- Arikunto, 2013. Metode Penelitian kuantitatif kualitatif dan R&D. Alfabeta: Bandung..
- A'yun, K., Suyono, Poedjiastoeti, S., & Bin-Tahir, S. Z. (2017, August). Reduction of cognitive conflict and learning style impact towards student-teacher's misconception load. In AIP Conference Proceedings (Vol. 1868, No. 1, p. 030004). AIP Publishing LLC.
- Creswell, J. W., 2010. Projeto de pesquisa métodos qualitativo, (pp. 296-296)..
- Danim, S., 2004. Motivasi kepemimpinan dan efektivitas kelompok. Jakarta: Rineka Cipta.
- Depdikbud, 1995. Kamus Besar Bahasa Indonesia. Jakarta : Balai Pustaka..
- Fadjri, T. K., 2017. Pengaruh Pelatihan Pemberian Makan Pada Bayi dan Anak (PMBA) Terhadap Keterampilan Konseling dan Motivasi Bidan Desa. *AcTion: Aceh Nutrition Journal*, 2(2), 97-102..
- Fatkhiyah, N., 2015. Motivasi, Kualitas Supervisi dan Kepatuhan Bidan dalam Mendeteksi Preeklampsia. *KEMAS: Jurnal Kesehatan Masyarakat*, 10(2), 195-202..
- Ferdinand, 2006. Metode Penelitian Manajemen: Pedoman Penelitian untuk Skripsi, Tesis dan Disertasi Ilmu Manajemen, Semarang: Badan Penerbit Universitas Diponegoro. .
- Ghozali, 2008. Structural equation modeling: Metode alternatif dengan partial least square (pls). Badan Penerbit Universitas Diponegoro..
- Ghozali, I., 2011. Application of multivariate analysis with SPSS program. Semarang: Diponegoro University Publishing Agency..
- Gary Dessler, 2005. Manajemen Sumber Daya Manusia. Alih bahasa: Eli Tanya. Penyunting Bahasa: Budi Supriyanto. Jakarta: Indeks.
- Gomes, F.C. (2003). Manajemen Sumber Daya Manusia. Yogyakarta
- Handoko, T. H., 2001. Manajemen sumber daya manusia. Yogyakarta: BPFE..
- Hasibuan, R., 2010. Terapi sederhana menekan gejala penyakit degeneratif. *Jurnal ilmu keolahragaan*, 8(02), 78-93..
- Hasibuan, S. P., 2008. *Malayu. Manajemen Dasar, Pengertian dan Masalah*. Jakarta: Bumi Aksara..
- Hayati, R. N., 2007. Pengaruh Pengetahuan, Sikap dan Motivasi terhadap Minat Bidan Mengikuti Uji Kompetensi di Kota Semarang Tahun 2007. Diss. program Pascasarjana Universitas Diponegoro.
- Hatta, Gemalla. Peranan Rekam Medis dan Tanggung Gugat Praktek Profesional Tenaga Kerja Kesehatan. Laporan hasil Rekernas Pormiki (Jakarta: 1993).
- Indah, S. & J. Y., 2014. Hubungan Dukungan Suami, Motivasi Ibu dan Minat Terhadap Kunjungan Kelas Ibu Hamil Di Desa Dadaprejo Sengkaling Malang. *Biomed Science*, 2(2), 40-48..
- Indrawati, N. D. D. F. N. & N. S., 2016. Peningkatan pengetahuan dan sikap Ibu hamil risiko tinggi dengan penyuluhan berbasis media. In *Prosiding Seminar Nasional & Internasional (Vol. 1, No. 1)*..
- Irianto, H. & B. E., 2001. Metode Penelitian Kulaitatif. PT Raja Grafindo Persada, Jakarta..
- Kanto, S., Wisadirana, D., Chawa, A. F., & Umanailo, M. C. B. (2020). Change in community work patterns. *Proceedings of the International Conference on Industrial Engineering and Operations Management*, 0(March), 2496–2502.
- Kadir, A., 2003. Pemrograman Web Mencakup: HTML, CSS, JavaScript & PHP. Andi Offset: Yogyakarta.
- Kerlinger, 2006. *Asas-Asas Penelitian Behaviour*. Edisi 3, Cetakan 7.
- Listyaningrum, T. U. & V. V., 2016. Tingkatt Pengetahuan dan Motivasi Ibu Berhubungan dengan Pemberian ASI Eksklusif pada Ibu Bekerja. *Jurnal Ners dan Kebidanan Indonesia*, 4(2), 55-62.
- Mangkunegara, A. P., 2013. *Perencanaan dan Pengembangan Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT. Remaja Rosdakarya..
- Manuaba, I. B., 1999. *Memahami Kesehatan Reproduksi Wanita*, Arcan, Jakarta.
- Nawawi, H.(2003) . *Manajemen strategik organisasi non profit bidang pemerintahan*. UGM. Yogyakarta..
- Notoatmodjo, S., 2002. *Metodologi Penelitian Kesehatan* Jakarta: Rineka Cipta..(2007). *Promosi kesehatan teori dan ilmu perilaku*. Jakarta: Rineka Cipta..
- Nuraini, N., Riadi, A., Umanailo, M. C. B., Rusdi, M., Badu, T. K., Suryani, S., ... Hentihu, V. R. (2019). Political Policy for the development of Education. *International Journal of Scientific & Technology Research*, 8(10).
- Nurhudhariani, R. F. S. N. U. & P. V. T. A., 2015. pengaruh pelatihan senam hamil terhadap peningkatan ketrampilan senam hamil di wilayah kerja puskesmas kedungmundu semarang. In *Prosiding Seminar Nasional & Internasional*.
- Nursalam, P., 2001. *Pendekatan praktis metodologi riset keperawatan*. Jakarta: Infomedika..
- Prasetyo, B. & J. L. M., 2008. *Metode Penelitian Kuantitatif: Teori dan Aplikasi*. Ed ke-1..
- Priyatno, D., 2008. *SPSS untuk Analisis Data & Uji Statistik*. Yogyakarta: Mediakom.
- Reksohadiprodjo, S. d. H. H., 1996. *Organisasi Perusahaan: Teori, Struktur dan Perilaku*, Yogyakarta, BPFE. Setyadi.

- Rinantanti, Y., Bin-Tahir, S. Z., & Suriaman, A. (2019). The Impact of EFL Senior High School Teachers' Performance in Papua, Indonesia toward the Students' English Learning Achievement. *Asian EFL Journal*, 23(3.3), 431-447.
- Robbins, P. S., 2001. *Perilaku Organisasi*. Jilid 1. Edisi Delapan. Diterjemahkan oleh: Dr. Hadyana Pujaatmaka. Erlangga, Jakarta.
- Sudirman. 2003. *Interaksi Dan Motivasi Belajar Mengajar*. Jakarta: PT. Raja. Grafindo Persada.
- Saifuddin, A. B. (., 2002. *Buku panduan praktis pelayanan kesehatan maternal dan neonatal*. Yayasan Bina Pustaka Sarwono Prawiroharjo..
- Silalahi, U., 2013. *Studi Tentang Ilmu Administrasi*. Bandung: Sinar Baru Aglesindo..
- Sopiah, D., 2008. *Perilaku Organisasional*. Yogyakarta: PT Andi Yogya..
- Sugiyono, P. D., 2009. *Metode Penelitian Kuantitatif, Kualitatif dan R&D*, Bandung: Cv. ALVABETA..
- Sutrisno, E., 2010. *Manajemen Sumber Daya Manusia*. Edisi Pertama. Cetakan Pertama. Jakarta : Penerbit Kencana.
- Tamsah, H., Ansar, Gunawan, Yusriadi, Y., & Farida, U. (2020). Training, Knowledge Sharing, and Quality of Work-Life on Civil Servants Performance in Indonesia. *Journal of Ethnic and Cultural Studies*, 7(3). <https://doi.org/https://doi.org/10.29333/ejecs/514>
- Tinker, A. & K. M. A., 1994. Programming for safe motherhood: a guide to action. *Health Policy and Planning*, 9(3), 252-266..
- Umanilo, M. C. B. (2020). Development of science and technology towards the formation of participatory spaces. *Proceedings of the International Conference on Industrial Engineering and Operations Management*.
- Ulber, S., 2002. Silalahi, U. (2008). *Rekonsiliasi Sosial: Satu Kerangka Analisis dari Teori Konsensus*. *Jurnal Administrasi Publik*, 5(2)..

## Biographies

**Rachmatiah** is a student at Magister Program of Economic Science of *STIE AMKOP*, Indonesia. Her areas of interest and research include social science and economic. She has published some articles in national journals.

**Ikhsan Kadir** is a lecturer at Economics Department of *STIE AMKOP*, Indonesia. His areas of interest and research include economic, management, management human resource. He has published some books and many articles in national and international journals.

**Umar Syarifuddin** is a lecturer at Economics Department of *STIE AMKOP*, Indonesia. His areas of interest and research include economic, management, management human resource. He has published some books and many articles in national and international journals.

**Fitrah Ramadhani** is a lecturer at Nursing Department of Akademi Keperawatan Lapatau, Indonesia. Her areas of interest and research include economic, public health, management human resource.

**Misnawati** is a lecturer in the Department of Law at the *Sekolah Tinggi Ilmu Hukum Pengayoman*, Indonesia. She earned a master's degree through scholarship assistance from the Ministry of Youth and Sports of the Republic of Indonesia. In addition to being a lecturer, she is also a social worker who assists the poor in empowering themselves to get out of the poverty line. She has published a book about his profession as a social worker. Besides that, she has also published many international and national journals through collaboration with several other lecturers who focus on multidisciplinary science.

**Esther Kembauw**, as a Doctor in Agricultural Economics who is currently one of the lecturer staff at the Agribusiness Study Program, Social Economics Department, Faculty of Agriculture at Pattimura University Ambon - Maluku Indonesia. Ever received award as the 109th Indonesian Innovation Winner given from the BIC (Business Innovation Center). Currently as the Chair of the Pattimura University Development and Innovation Center from 2018 - until now. Some of the writer's works published in reference books and chapter books. In addition, the author has produced publications in internationally accredited and nationally accredited journals. And currently also a reviewer in several international journals and national journals to accredited national journals. On this occasion the author was also the Scientific Committee at PSP2M International Conference the Role of Science in the Covid-19 Pandemic.

**Maryam Sangadji** has worked as a lecturer at the Pattimura University since 1999 and is still active in teaching the academic activities of the Pattimura University