

WORK ENGAGEMENT: A STUDY WITH VILLAGE MIDWIFE

SENDY AYU MITRA UKTUTIAS

Postgraduate school, Universitas Airlangga, Surabaya Indonesia.
Email: sendy.ayu.mitra-2018@pasca.unair.ac.id, Orchid Id: 0000-002-3133-3794

SRI ISWATI

Faculty of Economics and Business, Universitas Airlangga, Surabaya Indonesia. Corresponding Author
Email: iswati@feb.unair.ac.id, Orchid Id: 0000-003-0004-8736

CHOLICHUL HADI

Faculty of Psychology, Universitas Airlangga, Surabaya Indonesia.
Email: cholichul.hadi@psikologi.unair.ac.id, Orchid Id: 0000-003-3872-1578

FENDY SUHARIADI

Email: fendy.suhariadi@psikologi.unair.ac.id, Orchid Id: 0000-0001-9679-2185

Abstract

Background: Work Engagement is a unique and important motivational concept. This conceptualization not only shows the relationship between work engagement and performance but also represents a view of the employee. Purpose: This study aims to describe the work engagement of village midwives in providing care for neonates. Method and material: this research is quantitative research with a cross-sectional study. The research was conducted in the Pamekasan district with 151 village midwives. This study uses a questionnaire. The collected questionnaires were then analyzed descriptively. Results: the results of the study show that emotional engagement in village midwives is a dimension of work engagement with a high category. This shows that village midwives in Pamekasan District based on research findings invest more time and focus in midwifery tasks, as well as invest more energy and commitment to the work being done. Emotional engagement good people show a positive attitude towards their work. Importance of growth to maintain engagement village midwives, through the provision of exemplary midwives programs in each puskesmas coordinated by the head of the puskesmas and the coordinating midwife

Keywords: Emotional, Engagement, Work, Midwives

INTRODUCTION

Draft work engagement first defines as the employee's own mastery of their role in work, where they will bind themselves to their work, then will work and express themselves physically, cognitively, and emotionally while playing their performance (1). Work engagement is needed in professional nursing to improve the performance of nurses in providing quality nursing care (2). The quality of nursing care is getting better because of work engagement use. Therefore, more and more research is needed to study work engagement.

Work engagement as conceptualized by the model work engagement Khan (1990) and Schaufeli (2002) with physical (vigor), emotional (dedication), and cognitive (focus and absorption) dimensions are applied in the field of midwifery. Work Engagement becomes a motivator and center of positive thoughts related to work. Work Engagement is the

concept of multidimensional motivation. Work Engagement is an involvement, commitment, desire to contribute, and a sense of belonging to the work of midwives.

Freney and Fellenz's research (2013), explains that work Engagement is important for health professionals. Work engagement proved to be a driving factor for the quality of care and requires attention from nursing managers and midwifery. Other research also states the importance of work engagement required in professional nursing (2). The purpose of this research is to describe the work engagement of village midwives based on each dimension.

METHOD AND MATERIAL

This type of research design is correlational research. Correlational research examines the relationship between variables. Researchers seek; explain a relationship, estimate, and test based on existing theory. Therefore, this study used a sample size of 151 village midwives. Sampling technique in using Probability Proportional to Size Sampling. The research instrument used for data collection was a modified questionnaire and arranged using a scale Likert. The data that has been collected will then be processed and analyzed statistically. The data in this study were analyzed both descriptively.

RESULT AND DISCUSSION

Work Engagement is a condition of feelings and thoughts of midwives who have enthusiasm, dedication and a sense of oneness with their work in providing integrated services for young babies in detecting emergencies. Engagement assessed based on three dimensions with each category as follows in Table 1.

Table 1: Descripts Engagement Bidan Desa

Work Engagement	Dimension	Frequency (n)	Percentage (%)
Cognitive Engagement	Low	7	4,6
	Medium	75	50,3
	High	68	46,3
Emotional Engagement	Low	5	3,3
	Medium	51	33,7
	High	95	63,0
Physical Engagement	Low	5	3,3
	Medium	64	42,9
	High	82	54,3

The results of Table 1. Show that almost all village midwives have cognitive Engagement sufficient (50.3%), emotional Engagement which is high (63.0%) and Physical Engagement which is high (54.3%). Work Engagement is a multidimensional construct characterized by a high level of energy in one's work and is important because committed employees feel pleasure and enthusiasm (3). Consistent with the findings of this study that, the relationship between works Engagement promising and has a positive impact on the quality of care in patients. More so that there is a clear relationship between work

engagement with the mental well-being of employees so that interventions aimed at encouraging work engagement employees (4). That employee engaged has many positive effects, including being more accepting of change and trying to find new information so as to improve performance (5). Work engagement represents a positive and complete emotional and cognitive state related to work (6). Work Engagement required in professional nursing (2).

Self-development of employees is one way that can be done by the organization so that employees remain engaged. Engagement has a relationship with performance, means energy the work involved is likely to perform tasks more effectively and efficiently (7). Management training needed to improve work engagement among village midwives. This argument is supported that develop work engagement shown to have a direct impact on performance levels (8). Important improvement work engagement midwives are reviewed through emotional, cognitive, and physical employees which will have an impact on employee performance (9).

Push Engagement individuals by encouraging participation in decision making, sharing information, recognizing staff needs, providing feedback, using clear communication is necessary (10). Work Engagement making midwives focus on their work resulting in better performance and role performance. Midwife with degrees engagement those who are high have a high emotional (mood) interest in the organizational profession. Proven based on the frequency distribution, the highest aspect in work engagement midwives found on the aspect emotional engagement. Emotional engagement is their feeling of emotional connection to their job and the workplace, and their willingness to involve personal resources such as pride, trust, and feelings in doing their job. Emotional Engagement contributes greater influence on employee performance(11).

Health care is unique and distinctive and is characterized by a high degree of urgency and the critical nature of the work performed. Work Engagement in health has emerged as a major strategic tool for improving the quality of health. Health quality has a major impact on patient safety. Emotional engagement Good results show that village midwives are engaged and motivated to increase their productivity, are willing to accept challenges and feel that their work gives meaning to them emotionally. Midwives show and provide change for both individuals and organizations.

Based on research results, village midwives in Pamekasan District invest more time and focus in midwifery tasks, and invest more energy and commitment to the work being done. Village midwife with emotional engagement Good people show a positive attitude towards their work. Village midwives also demonstrate disciplined behavior at work, follow work rules, work hard, and have toughness in carrying out tasks, and are able to persist in solving problems. Emotional engagement Village midwives are important HR assets to be able to achieve the target of increasing health status as high as possible by reducing MMR and IMR. This is in accordance with the results of research showing that.

CONCLUSION

Work Engagement midwives are able to influence the performance of village midwives in detecting emergencies in young babies. When individuals invest their energies into their roles and jobs, they tend to carry a broader conception of that role and tend to step outside the formal confines of their jobs. This research can give practitioners a contribution to policy makers, in this case the Pamekasan District Health Office, pay attention work engagement a good village midwife especially at emotional and physical engagement village midwife. Importance of a growth to maintain engagement village midwives, through the provision of exemplary midwives programs in each puskesmas which is coordinated by the head of the puskesmas and the coordinating midwife. Not only emotional and physical engagement, dimensions cognitive engagement midwives need to be increased through discussion forums by all midwives in the puskesmas together with the head of the puskesmas and the coordinating midwife. This research has certain limitations noticed. The current research uses design cross-sectional study used in making causal inferences. Future research may use the design experimental study to be able to provide more information about the direction of causality.

ACKNOWLEDGEMENT

The researcher expresses thanks to the Pamekasan District Health Office, All Heads of Health Centers, All Coordinator Midwives, and All Village Midwives. Thanks also to the Postgraduate School of Universitas Airlangga. The researcher of this study is in debt to all those who have helped in completing this research.

References

1. Khan WA. Psychological Conditions of Personal Engagement and Disengagement at Work. *Acad Manag J* [Internet]. 1990;33(4):692–724. Available from: <https://psycnet.apa.org/record/1991-11306-001>
2. Keyko K, Cummings GG, Yonge O, Wong CA. Work engagement in professional nursing practice: A systematic review. *Int J Nurs Stud* [Internet]. 2016;61:142–64. Available from: <http://dx.doi.org/10.1016/j.ijnurstu.2016.06.003>
3. Xanthopoulou D, Bakker AB, Demerouti E, Schaufeli WB. The role of personal resources in the job demands-resources model. *Int J Stress Manag.* 2007;14(2):121–41.
4. Freeney Y, Fellenz MR. Work engagement as a key driver of quality of care: A study with midwives. *J Heal Organ Manag.* 2013;27(3):330–49.
5. Man GS, Hadi C. Hubungan antara perceived organizational support dengan work engagement pada guru SMA swasta di Surabaya. *J Psikol Ind dan Organ.* 2013;2(2):90–9.
6. Aldabbas H, Pinnington A, Lahrech A. The influence of perceived organizational support on employee creativity: The mediating role of work engagement. *Curr Psychol.* 2021;(1996).
7. Yongxing G, Hongfei D, Baoguo X, Lei M. Work engagement and job performance: The moderating role of perceived organizational support. *An Psicol.* 2017;33(3):708–13.
8. Jackson L, Rogers A, Hosoda M. The work engagement and job performance relationship: Exploring the mediating effect of trait emotional intelligence. *ProQuest Diss Theses* [Internet]. 2014;59. Available from: http://proxy.library.vcu.edu/login?url=https://www.proquest.com/dissertations-theses/work-engagement-job-performance-relationship/docview/1627154503/se-2?accountid=14780%0Ahttps://media.proquest.com/media/hms/ORIG/2/5PknH?_a=ChgyMDIyMDUz

MTIzMDQxMzQ0MzozNj

9. Lin WQ, Yuan LX, Kuang SY, Zhang XX, Lu CJ, Lin TT, et al. Work engagement as a mediator between organizational commitment and job satisfaction among community health-care workers in China: a cross-sectional study. *Psychol Heal Med* [Internet]. 2020;25(6):666–74. Available from: <https://doi.org/10.1080/13548506.2019.1634821>
10. Dewanto A, Febrina SS, Wardhani V. The importance of nurses' cognitive and emotional engagement in developing hospital quality culture. *Enferm Clin* [Internet]. 2020;30:97–101. Available from: <https://doi.org/10.1016/j.enfcli.2020.06.022>
11. Ghazawy ER, Mahfouz EM, Mohammed ES, Refaei SA. Nurses' work engagement and its impact on the job outcomes. *Int J Healthc Manag* [Internet]. 2021;14(2):320–7. Available from: <https://doi.org/10.1080/20479700.2019.1644725>