

## Self-Efficacy and The Assertive of Midwives Towards Early Detection of Preeclampsia among Pregnant Women

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### ABSTRACT

Preeclampsia in pregnancy is a condition that can threaten the health of both mother and baby. Optimal midwifery service standards are necessary and very important to be implemented so that they have an impact on reducing maternal and infant mortality rates. The aim of the research is to analyze the influence self-efficacy and the assertiveness of midwives in early detection of preeclampsia in pregnant women. Type of observational research design cross sectional. The research subjects were 100 independent practicing midwives in the work area of the Jombang Regency Health Center, taken using techniques Multistage random sampling. Exogenous variables self-efficacy and assertiveness and the endogenous variable is preeclampsia detection. The instrument uses a questionnaire. Data were analyzed quantitatively with correlation tests Chi-Square and logistic regression. The research results showed that midwives with self-efficacy good ones (72%) and midwives with high assertiveness (72%). The analysis results show that the T-statistic value self-efficacy of 4.196 and the T-statistic value of assertiveness is 4.099, which is the significance level self-efficacy of 0.032 and assertiveness of 0.028 ( $p < 0.05$ ). Thus,  $H_0$  is rejected, and  $H_a$  is accepted, this shows that self-efficacy and assertiveness influence early detection of preeclampsia in pregnant women. Self-efficacy and the positive assertiveness of midwives has a strong direct influence on midwives' performance in early detection of preeclampsia in pregnant women. Self-efficacy and assertiveness have equally important contributions in building individual characteristics so that they do not have significant differences.

Keywords: self-efficacy; assertiveness; early detection; preeclampsia

### INTRODUCTION

The government has launched efforts to save motherhood to ensure the health of mother and baby. A nation's welfare indicators can be seen from the Maternal and Infant Mortality Rates. The Maternal and Infant Mortality Rate is a description of maternal and infant deaths that occur during pregnancy, childbirth, and postpartum, which are caused by pregnancy, childbirth, and postpartum or its management but not due to other causes such as accidents, falls, etc., in every 100,000 live births. (Indonesian Ministry of Health, 2020). World Health Organization (WHO) estimates that in Indonesia, there were 126 maternal deaths per 100,000 live births, with a total number of maternal deaths of 6400 in 2017. This figure has decreased from the maternal mortality rate according to the 2018 SDKI, which was 359 per 100,000 live births (WHO, 2020). The prevalence of AKI in East Java has tended to increase in the last two years. East Java Province's MMR in 2022 will reach 499 cases, much lower than in 2021, which was 1,279 cases (Meinawati, 2024).

Referring to the 2022 East Java Provincial Health Service Profile shows several factors causing the highest maternal deaths in 2022, including preeclampsia as the main cause of maternal deaths at 28.92% (East Java Health Office, 2023). Preeclampsia is a pregnancy condition characterized by hypertension and is still the main factor in maternal death (Kasriatun et al., 2019). According to the Indonesian Health Demographic Survey (SDKI), the direct cause of maternal deaths related to pregnancy and childbirth is mainly bleeding (28%) (Indonesian Ministry of Health, 2020). Other causes, namely eclampsia (24%), infection (11%), prolonged labor (5%), and abortion (5%). Preeclampsia and eclampsia are the most common causes of 28% of maternal deaths in Jombang Regency. Preeclampsia/eclampsia is the main cause of maternal and infant morbidity and mortality in the world, both in developed and developing countries. The prevalence

of preeclampsia in developing countries ranges from 0.3 percent to 0.7 percent, while in developed countries, the eclampsia rate is lower, namely 0.05 percent to 0.1 percent (Bobak, 2017).

In Indonesia, preeclampsia and eclampsia are also called pregnancy poisoning conditions, where preeclampsia is the highest cause of death after bleeding. Preeclampsia contributes 1.5 percent to 25 percent of cases of complications in pregnancy and causes death. Eclampsia causes 50,000 deaths/year worldwide. Preeclampsia and eclampsia deaths are direct obstetric deaths, namely deaths as a direct result of pregnancy, childbirth, or complications from rescue measures up to 42 days postpartum (Amstrong, 2019). Dina (2013) states that the quality of examinations for early detection of risk factors during pregnancy examinations is highly effective in detecting cases of complications in pregnancy and has an impact on childbirth. This is supported by research by Jhonas (2016), which states that the first antenatal visit can detect pregnancy complications. The increase in cases of preeclampsia in pregnant women in Jombang Regency is caused by the low quality of midwifery services, especially in the detection of risk factors.

Midwives have the task of providing services for safe motherhood. As professionals in providing maternal and child health services, they are obliged to provide services in accordance with predetermined standards. By complying with midwifery service standards, the performance of midwives can contribute to reducing maternal and infant mortality (Nuryuniarti et al., 2019). The performance of midwives in implementing midwifery service standards has leverage on the quality of antenatal services, which contributes to reducing morbidity and mortality rates for mothers and babies (Aminah, 2018). Midwives with self-efficacy and good assertiveness will produce optimal performance; assertiveness is a person's ability to behave honestly, openly, confidently, and firmly in his stance towards himself, and honestly and openly proportionally expressing opinions and needs. Midwives with positive assertiveness will have a high influence on self-efficacy, which in turn influences the behavior of midwives in improving the performance of preeclampsia detection well. Thus, self-efficacy is important in everything, including improving the quality of life (Afandi et al., 2024; Afandi & Kurniyawan, 2017). According to Cunningham (2018), assertive people can make good and correct decisions and behave honestly and appropriately. The need for self-efficacy begins to be familiarized early, including during college (Purwandari et al., 2023).

Kusumawati (2020) shows that the relationship between self-efficacy and assertive behavior in Advisor di X store AND mall Bandung has a strong level, which means every aspect of self-efficacy and assertive behavior is interconnected and complements each other. The positive direction indicates that a correlation occurs between self-efficacy and assertive behavior in a unidirectional relationship (directly proportional), meaning it shows that the higher the levels of self-efficacy, the higher the assertive behavior and vice versa. No research explains the direct influence of assertiveness on performance, but several studies explain the influence of assertiveness on self-efficacy, where self-efficacy directly affects performance.

Based on the description above, researchers are interested in analyzing the influence of self-efficacy and the assertiveness of midwives in the early detection of preeclampsia in pregnant women.

## METHOD

The research design is cross-sectional. The research was carried out by observation without providing intervention on the variables to be studied, and then analysis of the observation results was carried out. Observations and variable measurements were carried out at the same time. The research was carried out in Jombang Regency, and data was collected from independent practice midwives in the Jombang Regency Health Center working area. The population in this study were all midwives who worked in the work area of the Jombang Regency Health Center, totaling 1099 midwives. Using the formula for population proportions with Lemeshow precision and adjusting the inclusion and exclusion criteria, the number of samples taken was 92 respondents, and then the number of respondent samples was rounded up to 100 midwives. Sampling technique accidental sampling.

## RESULT

Demographic information from respondents regarding age, length of service, and employment status of midwives. Following are the complete results of the frequency distribution of age, length of service, and employment status of midwives.

Table 1. Characteristics of Respondents Frequency Distribution of Age, Length of Service, and Employment Status of Independent Practice Midwives (n=100)

Characteristics of Respondents	Frequency	Percentage
Age (years)		
< 35 years	15	15
≥ 35 years old	85	85
Working time		
< 10 years	12	12
≥ 10 years	88	88
Status		
"Delima"	24	24
Non-PNS / Non-Civil servant	15	15
PNS / Civil servant	61	61

Most midwives are over 35 years old, namely 85%. The age of the respondents who mostly work as independent practice midwives who are over 35 years old (85%). This can be used as an illustration that independent practice midwives in the Jombang Regency area are included in the workforce, which is quite productive and can still be developed relatively. get more optimal work results, experience, mature judgment, strong work ethics, and commitment.

Most work periods are more than 10 years, 88%. Length of work is usually related to the time when you start working, and your current age, and length of service is closely related to the experiences gained while carrying out your duties; experienced midwives are seen as more capable of carrying out their duties. The longer midwives work, the better their skills will be because they will be able to adapt to the work environment.

It is known that most employees have civil servant status, 61%. The employment status of a midwife is the condition/position of a midwife in relation to the environment/workplace (Munthe & Harahap, 2021). A midwife's employment status is one incentive for someone to carry out certain acts or actions. Herzberg in Widyastuti (2018) states no meaningful relationship exists between employment status and a person's work results. One of the challenges in understanding and applying Herzberg's theory is calculating precisely which factors have a stronger influence on a person's life, whether intrinsic or extrinsic.

Table 2. Frequency Assessment Related to Variable Indicators Self-Efficacy (n=100)

Indicator of Self-Efficacy	Category	Frequency	Percentage
Level	Not good	5	5
	Good	21	21
	Very good	74	74
Strength	Not good	4	4
	Good	62	62
	Very good	34	34
Generality	Not good	4	4
	Good	23	23
	Very good	73	73

Based on Table 2, it is known that the respondents' assessment of the indicators of self-efficacy is very good. Still, several indicators are not good, each worth 4 to 5%.

Table 3. Variable Assessment of Self-Efficacy (n=100)

Self-Efficacy Level	Frequency	Percentage
Not good	5	5
Good	23	23
Very good	72	72

Based on the variable assessment of self-efficacy by looking at the respondents' answers, most respondents have very good self-efficacy (72%).

Table 4. Indicator Assessment of Assertiveness (n=100)

Indicator	Indicator Assessment of Assertiveness	Category	Frequency	Percentage
Able to build relationships with other people		Very not good	2	2
		Not good	7	7
		Good	24	24
		Very good	67	67
Able to make own decisions		Very not good	2	2
		Not good	9	9
		Good	21	21
		Very good	68	68
Able to defend rights and respond to criticism		Very not good	1	1
		Not good	9	9
		Good	25	25
		Very good	65	65
Expressing feelings honestly		Very not good	1	1
		Not good	17	17
		Good	43	43
		Very good	39	39
Able to express opinions		Very not good	1	1
		Not good	14	14
		Good	47	47
		Very good	38	38
Respect the rights of others		Very not good	2	2
		Not good	8	8
		Good	21	21
		Very good	69	69

Based on Table 3, it is known that the respondents' assessment of assertiveness indicators in the good and very good categories is in the indicators of being able to make decisions (68%), being able to defend criticism (65%), and respecting the rights of others (69%).

Table 4. Variable Assessment of Assertiveness (n=100)

Self-Efficacy Level	Frequency	Percentage
Very not good	2	2
Not good	7	7
Good	19	19
Very good	72	72

Based on the variable assessment of assertiveness, by looking at the respondents' answers, most respondents had very good assertiveness (72%).

Table 5. Value of Direct and Indirect Influence and Total Influence of Exogenous Factors on Endogenous Factors

Indicator Variable	Midwife Performance		Influence
	Influence	T	
Self-Efficacy	0.032	4.196	Direct
Assertiveness	0.028	4.099	Direct

The table shows that self-efficacy and assertiveness can directly influence midwife performance, with p-values of 0.032 and 0.028.

## DISCUSSION

Self-efficacy and assertiveness are individual characteristic variables that have a positive value in building good midwife performance. Bandura and Hall (2018) stated that individual characteristics greatly influence a person's performance. Effendi (2020) noted that the higher the workforce's skills, self-efficacy, and assertiveness, the more efficient their bodies, energy, and thoughts are in carrying out work. The results of research conducted by Novianti (2010) showed that good personal characteristics significantly influenced the performance of midwives in the Maternity Room at Semen Gresik Hospital. Lihawa & Al Rasyid (2016) added that the strengths and weaknesses of a worker's personal characteristics also determine the size of achievements or good and bad performance. In other words, personal characteristics are the most important part of performance. According to the research results conducted by Jhonas (2016), self-efficacy and employees have a significant influence on their work productivity.

The main factor that encourages an employee to try hard to fulfill organizational duties is influenced by several factors, including a good personality. A good personality is a condition or energy that mobilizes employees directed or focused on achieving organizational goals (Brahmasari, 2018). In this research, factors of self-efficacy and assertiveness can significantly measure the performance of midwives. Self-efficacy is the most effective predictor in assessing changes in a person's behavior. Bandura (2016) stated that it is getting higher self-efficacy individuals, it will make it easier for individuals to solve problems in difficult situations. Individuals who believe they can carry out a certain behavior will carry out that behavior.

Meanwhile, individuals with low self-efficacy tend not to carry out the behavior or avoid it. Individuals with high self-efficacy will find it easier to adopt new behavior. Bandura's theory aligns with the research conducted by Hajar (2019), which confirms that self-efficacy positively influences employee performance, where self-efficacy can foster perseverance when someone realizes that their performance is declining.

Besides self-efficacy, assertiveness also has an important role in improving the performance of midwives. Widyastuti (2017) defines assertiveness as a communication skill at the midpoint between passive and aggressive communication. A midwife with good assertiveness means that the midwife is able to communicate what she wants, feels and thinks to pregnant women while maintaining and respecting the rights of pregnant women. Assertive behavior is an example of effective communication useful in self-development and potential. A midwife with good assertiveness will avoid fear and anxiety; when the midwife has optimal abilities, this will affect performance. Widyastuti et al. (2020) stated that being assertive is not easy. An assertive person is required to be honest with himself. Also, be honest in expressing feelings, opinions, and needs proportionally, without any intention to manipulate, take advantage of, or harm other parties.

No research has examined the direct effect of self-efficacy and assertiveness on the midwife's performance. However, several studies show. Research conducted by Erawati & Wahyono (2019) shows that work motivation and self-efficacy in employees have a positive and significant effect partially and simultaneously on cooperative relationships between employees. This aligns with Silvi's research (2019), which shows that individual characteristics, such as self-efficacy and assertiveness, influence employee performance. The better the individual characteristics of the organization, the better its performance will be.

Conversely, the worse the individual characteristics of the organization, the lower the performance will be. This is because the characters of each person or individual will be different from one another. A person's character is reflected through their attitudes and behavior.

The novelty in this research is the discovery of variables that build individual characteristics, namely self-efficacy and assertiveness; these two variables have the greatest role in building the performance of midwives in the early detection of preeclampsia. Wanty (2018) states that an organization, even though it has large capital and sophisticated technology, cannot be maximally efficient if good human resources do not support it. In carrying out its activities, an organization must be supported by human resources, namely organizational members with high competence, constructive attitudes and traits, and are highly responsive to organizational goals. One of the factors that can support the achievement of organizational goals is good personal characteristics.

Rini & Sri (2020) suggest that individual characteristics, including self-efficacy, person's assertiveness, ability, attitude, and motivation, can be increased through training. Training is informal education obtained by midwives that is specific, practical, and immediate. Specific means that the training is related to the field of work being carried out. Practical and immediate means that what has been trained can be implemented. Generally, training is intended to improve mastery of various work skills relatively quickly. Training prepares employees to do the work (Arikunto, 2018).

Other factors that can improve individual characteristics in this case are self-efficacy and assertiveness, namely the role of the coordinating midwife. Supervising activities carried out by the coordinating midwife is very important to ensure the implementation of various activities that have been planned so that the goals set by the organization can be

achieved satisfactorily. This means that the role of the coordinating midwife has an indirect influence on performance, which has an impact on service quality standards through the midwife's work motivation. Arikunto (2018) stated that the role of the coordinating midwife, which is carried out through supervision activities, impacts the performance of midwives in the early detection of preeclampsia. The coordinating midwife's role is to apply techniques, skills, and knowledge, including motivation theory, to assist midwives in implementing standards for the early detection of preeclampsia. The results of this study are not in line with Aminah (2018), who stated that there is a difference between the performance of midwives in implementing standard pregnancy checks and that of officers who receive good supervision and officers who are not well supervised. This is also relevant to the research results of Gusna et al. (2016), who state that supervision and motivation are related to the performance of village midwives with antenatal care service standards.

Independent practice midwives must have good characteristics. The growth of good characteristics in an independent practice midwife is influenced by the training they have received, the role of the coordinating midwife, and a good organizational structure. According to the IBI Organizational Credit Unit, independent practice midwives can perform individual practice after fulfilling specified requirements. The vision of independent practicing midwives is to improve the quality of service to provide the best so that it can fulfill people's desires. The mission of independent practicing midwives is to provide the best quality services in family planning and reproductive health. Be friendly, care about the patient's interests, and meet or even exceed patient expectations. An Independent Practicing Midwife must have 1) skills that follow the standards for each type of service provided, 2) up-to-date knowledge, 3) positive behavior and care for the interests of patients, and 4) good performance.

## CONCLUSION

Self-efficacy and the positive assertiveness of midwives have a strong direct influence on midwives' performance in the early detection of preeclampsia in pregnant women. Self-efficacy and assertiveness are equally important in building individual characteristics, so they do not differ significantly. Health services through their respective work area health centers need to continue stimulating midwives' self-efficacy and assertiveness through periodic training activities.

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