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Proactive personality and job performance: A cross-sectional study

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Abstract--The performance of midwives in health service on infants is shown based on the complete KN coverage report and Neonatal Complications treated. Proactive personality became a dominant factor in the increase in the job performance of midwives. The research aims to analyze the effect of proactive personality on job performance in midwives. The analytical research with a cross-sectional study in this research involved 151 midwives as samples that are taken with proportional random sampling. The proactive personality and job performance variables are measured using questionnaires and analyzed using simple linear regression. The analysis results showed that the sig. and t count scores showed that

proactive personality has an effect on the job performance of midwives. The regression coefficient also showed that the direction of the variable effect is positive. Midwives with proactive personality are able to push themselves to develop themselves more thereby the performance of midwives in providing health service, especially in infants/children become better. A highly proactive personality encouraged midwives to take initiative to learn new things regarding a more professional and active midwifery service that has an impact on the increasing job performance of midwives. Support from the organization is needed to develop a proactive personality.

Keywords--midwife, job performance, proactive personality.

Introduction

Midwife is one of the professions and health workers that has an important role in the health effort of maternal and child. Other than carrying out childbirth, midwife also has a task in monitoring the pregnancy process and childbirth, postpartum, as well as the health conditions of infants and children, and thus the performance of midwife becomes a vital thing (Kementerian Kesehatan RI, 2014). Performance becomes an individual behavior that can be controlled to achieve organizational goals (Sonnetag & Frese, 2005). Pamekasan Regency PWS-KIA (Pemantauan Wilayah Setempat-Kesehatan Ibu dan Anak) Report, the percentage which has not reached the standard is on the infants/children health with the existence of public health center with low complete KN (Kunjungan Neonatal) coverage as well as the neonatal complications treated. This problem showed the decrease in the performance of midwife and indicated that the quality of the NC service has not fulfilled the unified management standards for young infants which can detect danger signs (Kemenkes RI, 2010).

There are many factors that affected the performance, however, based on the empirical evidences showed that the most dominant factor that affects the performance of midwife is personality type (Halimsetiono et al., 2018). One of the personality types that is able to increase performance is proactive personality. Individual with proactive personality is needed in an organization because has the characteristics of identifying opportunities, showing initiatives, taking the necessary actions, and earnestly realizing the idea (Bateman & Crant, 1993). Proactive personality becomes vital because it relates to job performance. Empirical evidences stated that proactive personality is beneficial for the increase in performance (Thompson, 2005). Proactive personality becomes a very important variable to note because it is able to become a part in increasing the employee's performance (Aryaningtyas, 2019). Proactive personality becomes a useful tool for the human resource manager that is trying to improve the performance (Fuller & Cox, 2010). Individuals with a good proactive personality with their ability to try to stay engaged to their jobs. This condition showed that employees are motivated to involve themselves in their job activities (Bakker et al., 2012).

A proactive personality can become a useful tool for the human resource manager that is trying to improve the adaptive behavior and task performance (Fuller & Cox, 2010). In line with this statement, empirical evidences explained that individuals with a high proactive personality will do a better way to do something thereby completing the given tasks (Anugrahito, 2021). Proactive employee situations are conducive for their performance outcomes (Wei et al., 2021). Proactive personality affected job performance because employees that change work environment, they proactively aligning job demands and resources with own abilities and needs (Tims and Bakker, 2010). Based on those, then this research aims to analyze the effect of proactive personality towards job performance of midwife in detecting danger signs in young infants.

Method

This research is an analytical research with cross-sectional design. This research is conducted at Pamekasan Regency Public Health Center working area. The research population respondents are all village midwives in the Pamekasan Regency working area as many as 249, whereas the total samples are 151 village midwives, and it is decided to use proportional random sampling thereby the proportional samples are obtained in the public health center working area. The variables in this research are personality proactive, task performance, and contextual performance. The instrument used questionnaires. This research variables are measured by using Proactive Personality Scale (Bateman & Crant, 1993) and Job Performance Scale questionnaires which consist of task performance and contextual performance dimension (Greenslade & Jimmieson, 2007) which are adapted by the researcher. After the data collection is finished, the data analysis is conducted by using Simple Linear Regression.

Result and Discussion

The respondents in this research are 151 midwives in the Pamekasan Regency Public Health Center working area. In Table 1, most of the midwives are 35-50 years old. Almost half of the village midwives have been working for 11-15 years. When individuals stayed long in their jobs, they obtained relevant working skills and are used in solving their problems. This also made the employees willing to be enthusiastic and strongly involved in their works (Yalabik et al., 2013). Most of the midwives have a Diploma III education background (64,9%). Data is then analyzed by using simple linear regression statistical analysis.

Table 1
Characteristics of Midwives

No	Characteristics	Frequency (n)	Percentage (%)
1	Age		
	18 – 34 Years	49	32,5
	35 – 50 Years	85	56,3
	51 – 69 Years	17	11,2
2	Length of Work		
	1 – 5 Years	41	27,2
	6 – 10 Years	34	22,5

No	Characteristics	Frequency (n)	Percentage (%)
	11 – 15 Years	45	29,8
	16 – 20 Years	15	9,9
	21 – 25 Years	14	9,3
	26 – 30 Years	2	1,3
3	Last Education		
	Diploma III	98	64,9
	Diploma IV	53	35,1

Table 2
Coefficient Score

Model	B	β	t	Sig.
Constant	30,295		4,903	0,000
Proactive Personality	2,900	0,499	7,030	0,000

Table 3
Correlation and Determination Coefficient

Model	R	R Square	Adj. R Square	Sig. F. Change
1	0,499 ^a	0,249	0,244	0,000

The statistical analysis in Table 2 stated in simple linear regression that based on the significance score. The significance score is $0,000 < 0,05$ which means that proactive personality has an effect on job performance of midwife. The t count score showed $7,030 >$ from t table 1,97 which stated that proactive personality has an effect on job performance of midwife in detecting danger signs in young infants. The B score of situation awareness (regression coefficient) is 2,900 stated that for each additional score of proactive personality, then the job performance score of midwife increased by 2,900. The regression coefficient is in positive score which means that the direction of the effect of proactive personality on job performance of midwife is in a positive score.

This research result also showed that the total of correlation (R) is 0,499. The determination coefficient (R Square) is 0,249 which means that the effect of the proactive personality of midwife is 24,9% on job performance of midwife in Table 3. This finding supported the previous finding who thought that proactive personality has an effect on performance because employees who change work environment, they proactively aligning job demands and resources with own abilities and needs (Tims et al., 2014). The proactive personality as a stable individual behavioral tendency can significantly affect the job performance (Kendig et al., 2017).

Midwives with a high proactive personality formed strategies for the individuals of the midwives themselves that affect the job performance of midwives in detecting danger signs in young infants. Individuals with proactive personality are people who usually involve themselves in actions that have an impact on their own and environment. The behavior became a connecting mechanism between proactive personality and performance (Parker et al., 2006). Individuals with a proactive

personality tend to be ready to contribute as well as able to put more energy to their jobs thereby able to achieve a higher job performance (Owens et al., 2016).

Proactive personality as a disposition in taking personal initiative to affect someone's environment. Proactive personality as a part of increasing employee performance (Aryaningtyas, 2019). Individuals who have a high proactive personality tend to build and affect environment as well as situation that are beneficial for them, a greater network, involve in a greater career planning and more persistent in facing difficulties and obstacles (Mahardika & Kistyanto, 2020). This article expanded the previous finding, by showing that individuals with proactive personality also most inclined to change their work environment with proactive way. Midwives with proactive personality are able to push themselves to develop themselves more thereby the performance of midwives in providing health service especially in infants/children become better. Midwives are encouraged to take initiative to learn on new knowledge regarding maternal and child service as well as a more professional skill, actively asking for help when facing difficulties, and given positive feedback to improve their proactive behavior.

Conclusion

Proactive personality can increase midwife job performance in detecting danger signs in young infants. A high proactive personality encouraged midwife to take initiative to learn new thing regarding a more professional and active midwifery service that has an impact on the increasing job performance of midwife. The support from the organization is needed to develop a proactive personality. The health office planned a training for midwives. For the public health center, other than conducting evaluation on the performance, a direction, guidance and support are needed to be given to the midwives as well as need to recognize the midwives' extraordinary abilities and personality traits to arrange the jobs.

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Research Ethics

This research has passed the ethical test in the Health Research Ethics Committee of Faculty of Public Health of Airlangga University No: 53/EA/KEPL/2022.

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