
The Influence of Proactive Personality, Professionalism and Work Engagement on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Childhood Illness

(Study In The Working Area Of Hulu Sungai Utara Regency)

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Abstract

This research aims to find out how much influence Proactive Personality, Professionalism and Work Engagement has on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Babies (Study in the North Hulu Sungai Regency Work Area). The method used in this research is a quantitative method, by taking The sample used the Slovin technique, the sample size was 73. The sampling method used was Probability sampling, namely a sampling technique that provides an equal opportunity for each member of the population to be selected as a member of the sample. The analysis technique used in this research is Univariate Analysis to get an overview of the frequency distribution of respondents and Bivariate analysis using linear analysis and testing research instruments using validity tests, reliability tests, Classical Assumption Tests and data analysis using Multiple Linear Regression.

The results of this research indicate that the variables Proactive Personality, Professionalism and Work Engagement simultaneously influence the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Babies. Proactive Personality, Professionalism and Work Engagement partially influence the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management Babies, the most dominant variable influencing the performance of village midwives in handling neonatal complications based on integrated baby management is proactive personality.

Keywords: Proactive Personality, Professionalism, Work Engagement, Midwife Performance, Neonatal Complications

1. Introduction

Human resources are the main element of an organization that must be supported in developing skills to increase competitiveness (Pretirose, 2018). Proactive personality, characterized by the ability to see opportunities, take initiative, take action, and persevere in achieving change, is a strong predictor of individual behavior in organizations and is closely related to work engagement (Robbins & Judge, 2013; Li et al., 2015; Rizkiani & Sawitri, 2015).

Work engagement is a positive psychological state associated with work fulfillment, characterized by vigor, dedication, and absorption (Schaufeli & Bakker, 2004). Individuals with high work engagement tend to perform better (Christian et al., 2011).

Efforts to reduce the Infant Mortality Rate (IMR) are a priority for the Indonesian Ministry of Health to support the SDGs, with a target IMR of 12/1000 live births in 2030 (Ministry of Health RI, 2010). Most infant deaths are caused by neonatal complications such as low birth weight, respiratory disorders, sepsis, etc. (Ministry of Health RI, 2010). South Kalimantan has the second highest IMR in Indonesia, with Hulu Sungai Utara Regency recording the highest IMR in the province in 2017 (BPS, 2017).

Handling neonatal complications is an important indicator in assessing the performance of community health centers (Ministry of Health RI, 2010). Village midwives have the authority to provide essential neonatal services and handle neonatal complications based on the Integrated Management of Young Infants (MTBM) (Permenkes 28/2017). A preliminary survey showed that some village midwives did not live in the village where they worked, which could affect their work engagement and performance.

Proactive personality is positively related to individual and organizational performance (Crant, 2000; Crant, 2006; Bateman & Crant, 1993). The initiative dimension in proactive personality is thought to influence the performance of village midwives in handling neonatal complications based on MTBM. Work engagement is also thought to influence this performance (Schaufeli et al., 2002). Thus, the proactive personality, professionalism and work engagement of village midwives are thought to influence their performance in handling neonatal complications in Hulu Sungai Utara Regency.

Based on the existing phenomenon and issues, the research question related to The Influence Of Proactive Personality, Professionalism And Work Engagement On The Performance Of Village Midwives In Handling Neonatal Complications Based On Integrated Management Of Childhood Illness, is:

1. Do Proactive Personality, Professionalism and Work Engagement have a significant simultaneous effect on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Young Infants?
2. Do Proactive Personality, Professionalism, and Work Engagement have a significant partial effect on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Young Infants?
3. Which variable has the dominant influence on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Young Infants?

2. Literature Review

2.1 Health Management

When we mention the term healthcare system, there are two meanings contained within it. First, the meaning of system, second, the meaning of health. The definition of a system has many variations, among which one system is a combination of elements that are interconnected by a process or structure and function as a unified organization in an effort to produce something that

has been predetermined (Ryans). According to John McManana, a system is a conceptual structure consisting of interrelated functions that work as an organic unit to achieve the desired output effectively and efficiently.

If observed, this understanding of a system can be divided into two types, namely: a) The system as a manifestation. It is when the parts or elements that are gathered in the system form a manifestation whose characteristics can be clearly described. Depending on the nature of the parts or elements that form the system, the system as a manifestation can be divided into two types, namely: 1) The system as a concrete manifestation, where the parts or elements that form the system are concrete in the sense that they can be perceived by the senses. 2) The system as an abstract manifestation, where the parts or elements that form the system are abstract in the sense that they cannot be perceived by the senses. b) The system as a method. It is when the parts or elements that are gathered in the system form a method that can be used as a tool in carrying out administrative work.

2.2 Proactive Personality

Proactive personality is defined as a mindset that has many positive effects (Loi et al., 2016). Proactive personality is reported as an attitude that can take control of situations to change, challenge, and improve their job status (Yang & Chau, 2016). Proactive personality is defined as an employee trait that can recognize opportunities and they can influence environmental changes (Kusuma & Yulianti, 2019), and also besides that people with indicators are also considered able to adapt quickly to their environment (Li et al., 2014). Employees with a proactive personality have responsibility for what they do, in this case, employees with a proactive personality will be responsible for the problems they face both at work and outside of work (Hajizah et al., 2020). Furthermore, Bakker et al., (2012) also interpreted individuals with proactive personalities as those who have a stable tendency to create opportunities that allow them to manage their work and personal resources effectively, then Caniels et al., (2018) defined that people with proactive personalities are traits that can become too busy with their work, because they always want to take the initiative in an assertive way and take control in their roles. So proactive personality is the nature or attitude of an employee who not only can adapt to the environment quickly but also those who are persistent in doing their work.

Proactive personality is an attitude that tends to take advantage of opportunities, dares to take action in deciding something and is active in carrying out the work done (Suryani, 2020). Proactive personality is an action that anticipates various problems, meets all needs, and takes advantage of future opportunities Venkatarman & Ramanujan (1986) in Sriyanto & Alamidah, (2018).

Ashford and Black (1996) define proactive behavior as individuals who are active in their work, especially in adapting to the environment, so individuals with a proactive type are expected to tend to be more successful in the future. Individuals with a proactive type tend to have opportunistic, initiative, daring to take action, and persevere to achieve meaningful change (Sriwinarsih, 2019). Bateman & Crant (1993) define proactive personality as individual actions that can influence environmental changes through identifying opportunities, showing initiative, and persisting until bringing valuable changes in their environment. Proactive personality is a

self-confidence attitude that exists in individuals to be able to solve problems with situational strength through identifying opportunities to change conditions in that environment (Kristijanto, 2019).

2.3 Professionalism

Before discussing a professional attitude, it is best to know first the meaning of professional and professionalism, and only then will professional action be achieved. Professional means an expert in their field. If a manager claims to be a professional, then he must be able to show that he is an expert in his field. He must be able to show high quality in his work. Speaking of professionalism reflects one's attitude towards their profession. Simply put, professionalism is defined as the behavior, manner, and quality that characterizes a profession. Someone is said to be professional if their work has the technical or ethical standards of a profession (Oerip and Uetomo, 2012).

The term professional applies to all personnel from the top level to the bottom level. Professionalism can be defined as a person's ability and skill in doing work according to their respective fields and levels. Professionalism concerns the fitness between the abilities possessed by the bureaucracy (bureaucratic-competence) and the task requirements (task-requirement). The fulfillment of the compatibility between ability and task requirements is a condition for the formation of a professional apparatus. This means that the expertise and abilities of the apparatus reflect the direction and goals to be achieved by an organization (Kurniawan, 2012).

According to Imawan (2012:77), professionalism shows work results that are in accordance with the technical standards or ethics of a profession. Work activities are commonly associated with income in the form of money. To create a level of professionalism in carrying out the institutional mission, the basic requirements are the availability of reliable human resources, well-programmed work, and available time to implement the program as well as adequate financial support and facilities that support the bureaucracy (bureaucratic-competence) with the task requirements (task-requirement), fulfilling the compatibility between ability and task requirements is a condition for the formation of a professional apparatus. This means that the expertise and abilities of the apparatus reflect the direction and goals to be achieved by an organization (Kurniawan, 2012).

2.4 Work Engagement

Work Engagement is a concept where employees who have a sense of engagement, in other words, feel attached to their work, so that when they work, they will be more enthusiastic in doing their work. Schaufeli and Bakker (2004) define work-engagement as something positive related to behavior at work that includes thoughts about the relationship between workers or employees and their work, which is characterized by vigor and dedication as well as absorption in work. In other words, employees who have high Work Engagement will channel all their thoughts and energy into their work and be more enthusiastic at work.

Kahn (in Saks, 2006) says that engagement means psychological presence when occupying and performing roles in an organization. Furthermore, Rothbard (in Saks, 2006) also states the same thing that engagement is a psychological presence that involves two important components,

namely attention and absorption. Where attention refers to cognitive abilities and the amount of time spent thinking about one's role in the organization, while absorption is the employee's attachment to their work which refers to the intensity of one's focus on their role in the organization. So engaged employees are likely to have better cognitive abilities and better understand their role in the organization.

This engagement or engagement is something positive as opposed to burnout, where employees who feel 'engaged' in their work will have a sense of enthusiasm and a more effective relationship with their work (Maslach & Leiter in Bakker & Leiter, 2010). Unlike workaholics, as expressed by Schaufeli, et al. (Bakker & Leiter, 2010) say that workaholic employees have a characteristic, which is viewing their work as a necessity. But for workers who have engagement, they see the work they do as something fun and something they like.

Schaufeli (Bakker & Demerouti, 2008) believes that engaged employees have self-efficacy that can help them provide feedback for themselves, such as rewards and recognition for themselves and success within themselves. In line with this, Xanthopoulou, et al. (Bakker, 2011) state that self-efficacy is part of personal resources that can influence employee engagement, where employees with high levels of engagement also have high self-efficacy. With this self-efficacy, employees will feel more optimistic and confident that they are able to do their jobs better.

2.5 Performance

Human resources are very important for companies or organizations in managing, regulating, and utilizing employees so that they can function productively to achieve goals. Human resources are one of the potential production factors, in reality. The human production factor not only works physically but also works mentally. Optimizing human resources becomes the central point of attention for organizations in improving employee performance. So it can be said that human resources are a very important source or key factor for obtaining good performance. According to Hasibuan (2012:160), performance is a work result achieved by someone in carrying out their tasks based on skills, efforts, and opportunities. Based on the explanation above, performance is a result achieved by someone in carrying out tasks based on skills, experience and earnestness as well as time according to predetermined standards and criteria. Employee performance is the result of a certain planned work process at a time and place from the employees and the relevant organization according to Mangkuprawira and Hubeis (2012:153).

According to Moeheriono (2012:87), performance or reformance is an illustration of the level of achievement in implementing a program of activities or policies in realizing the goals, objectives, and vision of the organization as outlined through the organization's strategic planning. According to Faustino Cardosa Gomes (2011:195), employee performance as an expression such as output, efficiency, and effectiveness is often associated with productivity.

According to Simamora (2011:339), in order for the organization to function effectively and in accordance with organizational goals, the organization must have good employee performance, namely by carrying out their tasks in a reliable manner.

2.8 Conceptual Framework and Research Hypothesis

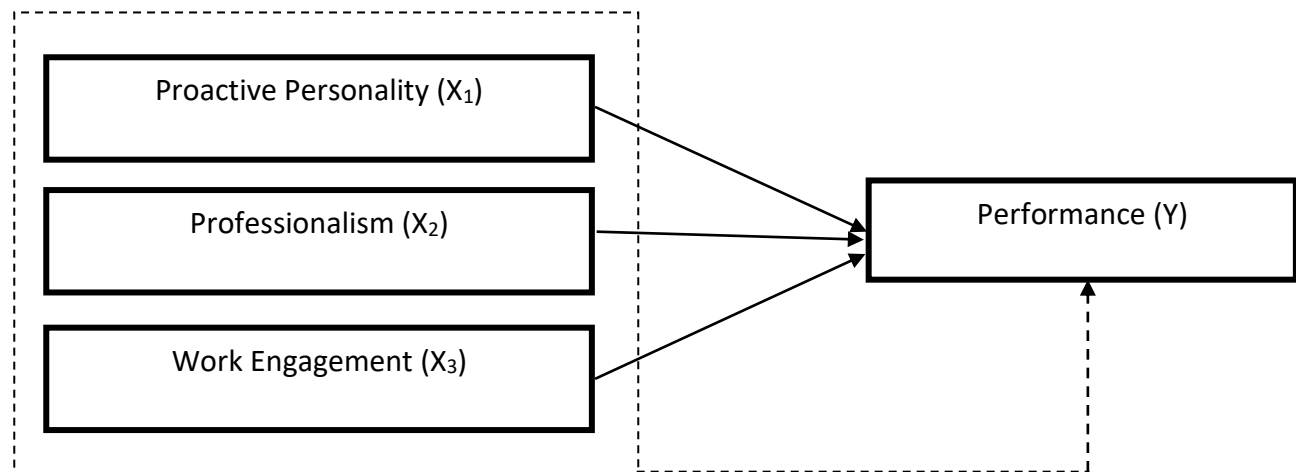


Figure 1. Conceptual Framework

H₁: There is a significant simultaneous influence of Proactive Personality, Professionalism, and Work Engagement on the Performance of Village Midwife Employees in Handling Neonatal Complications Based on Integrated Management of the Baby (Study in the Work Area of Hulu Sungai Utara Regency).

H₂: There is a significant partial influence of Proactive Personality, Professionalism, and Work Engagement on the Performance of Village Midwife Employees in Handling Neonatal Complications Based on Integrated Management of the Baby (Study in the Work Area of Hulu Sungai Utara Regency).

H₃: Proactive Personality has a dominant influence on the Performance of Village Midwife Employees in Handling Neonatal Complications Based on Integrated Management of the Baby (Study in the Work Area of Hulu Sungai Utara Regency).

3. Research methods

The research method used is an explanatory quantitative survey method to explain the causal relationships between variables through hypothesis testing. The population is all Village Midwife Employees in handling neonatal complications in North Hulu Sungai Regency, totaling 267 people. The sample was determined using the Slovin formula, and 73 respondents were obtained using a proportionate stratified random sampling technique. Data collection techniques include observation, literature study, questionnaires, interviews, and documentation. Data analysis was carried out with validity, reliability, classical assumption tests, multiple regression, and hypothesis testing (simultaneous, partial, dominant).

3.1 Variable Operational Definitions

Proactive Personality (X₁) is defined as individuals who are active in their work, especially in adapting to the environment (Ashford & Black, 1996). The indicators of Proactive Personality include the ability to see opportunities, show initiative, take action, and persevere.

Professionalism (X_2) is defined as demonstrating work results according to professional technical/ethical standards (Imawan, 2012). The indicators of Professionalism include ability, quality, facilities & infrastructure, number of human resources, information technology, and reliability.

Work Engagement (X_3) is defined as something positive related to work behavior including vigor, dedication, and absorption (Schaufeli & Bakker, 2004). The indicators of Work Engagement are vigor, dedication, and absorption.

Performance (Y) is defined as an illustration of the level of achievement in implementing programs/policies (Moehariono, 2012). The indicators of Performance include understanding of main tasks and functions, innovation, work speed, accuracy, and cooperation.

4. Research Result

4.1 Validity Test

Table 1 Validity Test Result

Variable	Question code	Validity		Decision
		Correlation (R)	sig (p)	
Proactive Personality (X_1)	X _{1.1}	0,932	0,3	Valid
	X _{1.2}	0,932	0,3	Valid
	X _{1.3}	0,911	0,3	Valid
	X _{1.4}	0,945	0,3	Valid
Professionalism (X_2)	X _{2.1}	0,648	0,3	Valid
	X _{2.2}	0,692	0,3	Valid
	X _{2.3}	0,757	0,3	Valid
	X _{2.4}	0,651	0,3	Valid
	X _{2.5}	0,681	0,3	Valid
	X _{2.6}	0,587	0,3	Valid
Work Engagement (X_3)	X _{3.1}	0,824	0,3	Valid
	X _{3.2}	0,894	0,3	Valid
	X _{3.3}	0,849	0,3	Valid
Performance (Y)	Y _{.1}	0,464	0,3	Valid
	Y _{.2}	0,526	0,3	Valid
	Y _{.3}	0,834	0,3	Valid
	Y _{.4}	0,819	0,3	Valid
	Y _{.5}	0,830	0,3	Valid

Source: SPSS data output 26, 2024

Based on the table above, it can be concluded that all items in the questionnaire for the performance, training, and work experience variables can be considered valid. This can be observed from the r value of each questionnaire item, which is greater than 0,3.

4.2 Reliability Test

Table 2 Reliability Test Result

Variable	Cronbach's Alpha	Decision
Proactive Personality (X ₁)	0,947	Reliable
Professionalism (X ₂)	0,742	Reliable
Work Engagement (X ₃)	0,817	Reliable
Performance (Y)	0,751	Reliable

Source: SPSS data output, 2024

Based on the table above, it can be concluded that all variables in this study can be considered reliable. This can be observed from the coefficient of reliability (Cronbach's alpha) of each variable, which is greater than 0.60.

4.3 Multiple Linear Regression

Table 3 Coefficients Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-2.161	2.904		-.744	.459		
	Total_X1	.351	.074	.426	4.760	.000	.862	1.160
	Total_X2	.420	.093	.402	4.541	.000	.881	1.135
	Total_X3	.471	.130	.310	3.627	.001	.946	1.058

Source: SPSS data output 26, 2024

Based on Table 3, the multiple linear regression equation is $Y = -2,161 + 0,351X_1 + 0,420X_2 + 0,471X_3 + \epsilon$

Based on the equation, it shows that all independent variables have positive regression coefficients. This means that the variables Proactive Personality (X₁), Professionalism (X₂), and Work Engagement (X₃) have a direct or positive relationship with the dependent variable, which is the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Childhood Illness (Y). In other words, if the variables X₁, X₂, and X₃ increase, the dependent variable Y will also increase, and if the variables X₁, X₂, and X₃ decrease, the dependent variable Y will decrease as well.

- a. The constant coefficient = 4.073. This means that if the values of X_1 , X_2 , and X_3 in the research object are equal to 0, then the level or magnitude of the dependent variable Y at that location will be 4.073 units.
- b. Coefficient $b_1 = 0.351$, meaning that if the value of X_1 changes (increases or decreases), while the other variables remain constant, then the level of the dependent variable Y (the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Childhood Illness) in the research object will change accordingly.
- c. Coefficient $b_2 = 0.420$, meaning that if the value of X_2 changes (increases or decreases), while the other variables remain constant, then the level of the dependent variable Y (the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Childhood Illness) in the research object will change accordingly.
- d. Coefficient $b_3 = 0.471$, meaning that if the value of X_3 changes (increases or decreases), while the other variables remain constant, then the level of the dependent variable Y (the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Childhood Illness) in the research object will change accordingly.

4.4 F test (simultaneous)

Table 4. F Test Results

ANOVA ^a						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	254.372	3	84.791	25.235	.000 ^b
	Residual	231.847	69	3.360		
	Total	486.219	72			
a. Dependent Variable: Total_Y						
b. Predictors: (Constant), Total_X3, Total_X2, Total_X1						

Source: SPSS data output 26, 2024

From the calculations using SPSS, it shows an F-value of 25.235 (Santoso, 2010: 900). If the significance is < 0.05 , it can be concluded that the independent variables have a significant effect on the dependent variable. Based on this theory, the significance value of the F-value is $0.000 < 0.05$, and the F-value is $25.235 >$ the F-table value of 2.737. Therefore, the first hypothesis, which states that Proactive Personality, Professionalism, and Work Engagement have a significant simultaneous effect on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Childhood Illness among Village Midwives in the Working Area of North Hulu Sungai Regency, can be accepted or confirmed.

4.5 *t test (partial)*

Table 5. Partial Test Results

Independent variable	t count	Sig.	Condition	Information
X1 <i>Proactive Personality</i>	4,760	0.000	Sig < 0,05	Signifikan
X2 <i>Professionalism</i>	4,541	0.000	Sig < 0,05	Signifikan
X3 <i>Work engagement</i>	3,627	0.001	Sig < 0,05	Signifikan

Source: SPSS data output 26, 2024

Based on Table 5, the results of the t-test can be explained as follows:

1. The influence of the Proactive Personality variable (X_1) on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Childhood Illness (Y) is significant. This is evident from Table 5, where the significance probability value is $0.000 < 0.05$ and the t-value is $4.541 > t\text{-table } 1.995$. Therefore, it can be concluded that Proactive Personality (X_1) has a significant individual or partial effect on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Childhood Illness (Y) in the Working Area of North Hulu Sungai Regency.
2. The influence of the Professionalism variable (X_2) on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Childhood Illness (Y) is also significant. This is evident from Table 5.16, where the significance probability value is $0.000 < 0.05$ and the t-value is $4.760 > t\text{-table } 1.995$. Therefore, it can be concluded that Professionalism (X_2) has a significant individual or partial effect on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Childhood Illness (Y) in the Working Area of North Hulu Sungai Regency.
3. The influence of the Work Engagement variable (X_3) on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Childhood Illness (Y) is significant as well. This is evident from Table 5.16, where the significance probability value is $0.001 < 0.05$ and the t-value is $3.627 > t\text{-table } 1.995$. Therefore, it can be concluded that Work Engagement (X_3) has a significant individual or partial effect on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Childhood Illness (Y) in the Working Area of North Hulu Sungai Regency.

Based on table 3, The third hypothesis, which states that Proactive Personality (X_1) is the most influential factor on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Childhood Illness (Y), is incorrect or not proven. The research results show that the Beta Coefficient value for the Proactive Personality variable (X_1) is 0.426, which is greater than the Beta Coefficient values for the other two variables, Professionalism (X_2) and Work Engagement (X_3). Therefore, the variable that has the dominant influence is Proactive Personality (X_1).

5. Discussion

The Simultaneous Influence of Proactive Personality, Professionalism, and Work Engagement on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Infants

Proactive Personality, Professionalism, and Work Engagement simultaneously influence the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Infants. Therefore, the application of Proactive Personality, Professionalism, and Work Engagement is one of the factors that can improve the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Infants in the Work Area of Hulu Sungai Utara Regency. Consequently, in terms of improving the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Infants, it must be enhanced by simultaneously improving Proactive Personality, Professionalism, and Work Engagement so that the resulting work is better, and this will increase the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Infants.

The Influence of Proactive Personality on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Infants

Proactive Personality is an attitude of willingness that allows a midwife to produce more work without adding fatigue, causing the midwife to enthusiastically participate in the activities and efforts of her co-workers' group, and making the midwife not easily influenced from the outside, especially from people who base their goals on the perception that the only interest of the Head of the Community and Village Empowerment Office of Hulu Sungai Utara Regency towards her is to obtain maximum benefit from her and give as little as possible.

Individuals with a high proactive personality are able to determine challenges for themselves and actively strive to remain engaged with their work. This condition will make midwives feel more motivated to involve themselves in work activities. Employees with a high proactive personality try to shape and influence their work environment into a conducive and supportive situation for their work. The ability of midwives who have a proactive personality can adapt and influence the work environment so that they feel more satisfied with their work. Additionally, it can make midwives more enthusiastic and willing to devote all their abilities to work, thereby improving their performance.

The Influence of Professionalism on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Infants

Professionalism for village midwives in handling neonatal complications based on Integrated Management of Infants (MTBM) in the Hulu Sungai Utara Regency Area is considered important to improve the professional behavior of village midwives. Several aspects of professionalism discussed include honor and integrity, which include upholding fairness, honesty, maintaining patient confidentiality, and being fair in professional practice. Excellence means providing treatment according to MTBM guidelines, providing education, and properly recording treatment results. Altruism means prioritizing the interests of patients over personal interests, such as emphasizing medication adherence in patients. Accountability means being

responsible to patients according to standard procedures. Duty means being committed to handling neonatal complications, such as referring severe cases to the hospital. Respect for others means respecting patients, patients' families, and co-workers. Although some village midwives have a relatively high tendency towards professionalism, there are still obstacles such as lack of awareness of the importance of care seeking, limited recording and reporting facilities, and lack of training and seminars for village midwives.

The Partial Influence of Work Engagement on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of Infants

Work engagement shows the extent to which employees identify with their work consistently and their commitment to the organization. Work engagement is not just an attitude like organizational commitment but rather the level at which an employee is fully attentive and immersed in their work. Work engagement refers to the relationship between employees and their work, while employee engagement is related to the relationship between employees and the organization. Work engagement is seen as a positive state, a sense of fulfillment, and a view of work conditions characterized by vigor, dedication, and absorption.

Work engagement is related to the performance of village midwives in handling neonatal complications based on Integrated Management of Infants. This is because in cases of handling complications in neonates, village midwives are required to provide high-quality, comprehensive care for newborns up to 1 month of age according to their competencies. Based on field conditions, the majority of village midwives immediately refer cases to the local health center or hospital so that neonates with complications can receive comprehensive treatment. Thus, in this case, work engagement influences the performance of village midwives in handling neonatal complications based on Integrated Management of Infants.

6. Conclusion

Based on the research results and discussion of the simultaneous, partial and dominant influence of training and work experience variables on the performance of firefighters at the Banjar Regency Fire Department, it can be concluded:

1. Proactive Personality, Professionalism, and Work Engagement simultaneously influence the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of the Infant Midwife in the Study in the Work Area of Hulu Sungai Utara Regency.
2. Proactive Personality, Professionalism, and Work Engagement partially influence the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of the Infant in the Study in the Work Area of Hulu Sungai Utara Regency.
3. The variable that has a dominant influence on the Performance of Village Midwives in Handling Neonatal Complications Based on Integrated Management of the Infant Study in the Work Area of Hulu Sungai Utara Regency is Proactive Personality.

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