

Occupational stress and burnout among midwives: Challenges and consequences for maternal and child health care in Makassar Indonesia

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ABSTRACT

Introduction: Stress and burnout are by far more sensitive among the midwifery and nursing professions. Stress can reduce the quality of care and treatment and even pose a risk to countless lives in public center. In addition to causing discomfort that causes problems such as a decrease in talent, if work stress continues. **Methodology:** A cross-sectional study of 217 midwives, using the Copenhagen Burnout Inventory (CBI) is a comprehensive tool that measures burnout. This study highlights the important role of midwives in improving maternal and child health and the detrimental impact of stress and burnout on healthcare worker. Through the analysis of demographic data and health service statistics, underscore the urgent need for strategic interventions to address health worker burnout and improve the quality and accessibility of health services in Makassar. **Conclusion:** Implementing effective stress management interventions, healthcare systems can improve job satisfaction, reduce burnout.

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INTRODUCTION

Burnout that occurs in midwives not only has an impact on their well-being but also has a negative impact on the health of mothers and children (Afulani et al., 2021). High levels of burnout can lead to decreased job satisfaction and a reduction in the workforce, thereby exacerbating the shortage of skilled birth attendants who are essential for safe births and reducing maternal and child mortality (Idaningsih, 2021) (ANDELA et al., 2022) (TIAR, n.d.) (Aghamohammadi et al., 2022). The health care system must keep health worker's physically and emotional in reducing the risk of burnout (Ching et al., 2023). On the other hand, burnout can interfere with the quality of care provided by breastfeeding mothers, potentially resulting in reduced empathy, increased medical errors, and decreased work performance (A. N. Hidayati et al., 2023) (Ramírez-Elvira et al., 2021).

However, overcoming fatigue in breastfeeding mothers is very important to improve maternal and child health outcomes in Makassar.

Midwives play an important role in advocating for exclusive breastfeeding because of its many benefits for mothers and newborns (Arif et al., 2021). By empowering sustainable human resources, health development policies strive to improve the quality of human resources, the environment, institutions and health services which are interrelated (Patiung, 2019)(H. N. Hidayat et al., n.d.)(Sulaiman, 2021)(Taureng et al., 2020). Health workers in the city of Makassar, including midwives, face tremendous stress and burnout due to demanding working conditions, mandatory reporting, inadequate resources, and shortages of staff and medical equipment (Cohen et al., 2023). These challenges can result in burnout, compromised quality of patient care, reduced job satisfaction and higher turnover rates (Taureng et al., 2020). The burnout can reduce empathy and compassion among healthcare workers, negatively impact patient outcomes and increase the likelihood of medical errors, thereby undermining the efficiency of the healthcare system (Hadžibajramović et al., 2022). In Makassar, overcoming stress and fatigue is very important to improve the quality and accessibility of health services.

The census in 2020 the population density of Makassar City is 8,230 people per square kilometer. In this city, midwives, essential health workers certified by the Ministry of Health, provide health services to mothers and children in various settings, including health centers, hospitals and private practices (USAID, 2019). According (Arif et al., 2021) the role of midwives is very important in promoting exclusive breastfeeding, because it provides many benefits for mothers and babies (Fadliyyah, 2019)(Nurahmawati, 2020)(Elly Susilawati et al., 2022)(Sirait et al., 2024).

Makassar healthcare sector struggles with a chronic shortage of medical professionals and resources. In 2015 the doctor-to-population ratio was 1:4,704, significantly below the World Health Organization's recommended standards. In 2016 The birth rate stood at 63.22 per 100,000 population, target of 120 per 100,000 live births well below the 2019. These figures highlight the acute healthcare deficit in Makassar, directly impacting the quality and availability of health services.

Midwives categorized as 'other' include those who work on various contracts or as volunteers. Although they do not hold formal government positions, these midwives are essential to the health care system. They often work in private clinics, NGOs, or community health centers, making significant contributions to the health and well-being of communities. Their roles underscore the flexibility and adaptability required to meet the diverse needs of communities. The employment landscape of midwives in Makassar reflects the dynamics of the broader Indonesian health care sector. Civil servants (Permanent) and PPPK employees enjoy stability and structured career paths, which appeal to those seeking long-term professional security. These roles come with benefits such as pensions, health insurance, and opportunities for professional development. In contrast, Laskar Pelangi and other contract or volunteer midwives embody flexibility and resilience. Known locally as 'Laskar Pelangi,' these honorary workers in the Makassar City Government are recognized for their dedication to public service. Although their contracts are temporary, their contributions are invaluable, often filling critical health service gaps, especially in underserved areas. Understanding the employment status of midwives helps inform policy formulation and resource allocation. By knowing the proportions in different categories, policymakers can tailor interventions, improve job satisfaction, reduce burnout, stress, stressor and assist recruitment efforts to meet future health care needs." This study examines health services in the city of Makassar, Indonesia, with a focus on the distribution and impact of midwifery services in the area. Despite its growing population, Makassar faces health challenges, including an uneven distribution of midwives and a lack of medical professionals and resources.

RESEARCH METHOD

This study uses a cross-sectional design to assess the number of midwives who experience burnout in Makassar City, Indonesia. Participants consisted of 216 midwives who worked at health centers from various health centers in Makassar. Data was collected through questionnaires designed using google forms that included demographic information, personal burnout, work-related burnout, client-related burnout. Inclusion criteria were as follows holdings at least an associate midwifery degree, working in public center.

RESULTS AND DISCUSSIONS

Results Demographic Data

Marital Status

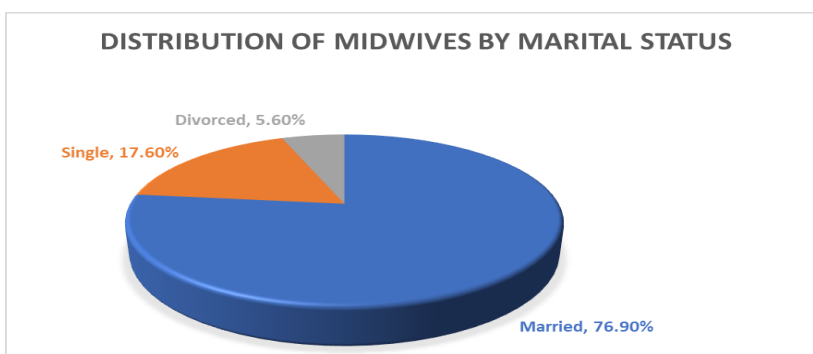


Figure 1. Marital status

The findings of this study revealed that the majority of participants, 76.9%, were married. This reflects a large community of midwives who have professional and family responsibilities. In addition, 17.6% of participants were single, indicating that most participants faced different challenges and opportunities compared to married midwives. Furthermore, 5.6% of participants divorced. This demographic breakdown highlights the diverse backgrounds and personal circumstances of those working in the midwifery field in Makassar.

Employment Status

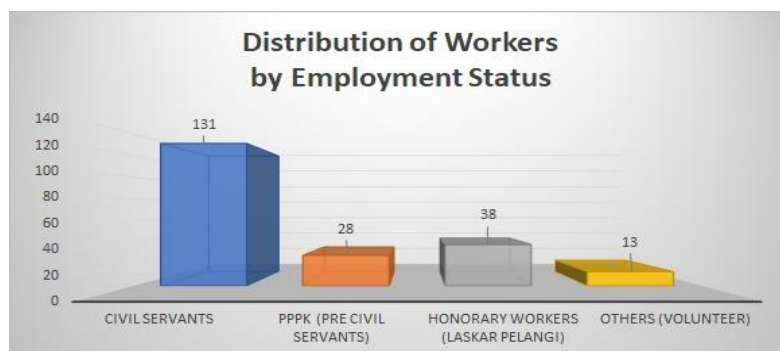


Figure 2. Employment Status

Study's findings on the employment status of midwives in Makassar highlight a multifaceted workforce. With 131 civil servants, 28 PPPK employees, 38 honorary workers known as Laskar Pelangi, and 13 others in contract or volunteer roles, the midwifery community is

marked by diversity and dedication. Each category, while facing unique challenges, plays a pivotal role in delivering essential healthcare services.

Education



Figure 3. Education

Among some midwives, it shows 122 have obtained a diploma, which serves as basic training. Furthermore, 68 midwives have the qualification of D4 midwife educators, which emphasizes their role as educators in the field. In addition, 17 midwives hold bachelor's degrees, to improve their clinical and administrative skills. There are 14 midwives who have obtained Master's degrees, which is the highest level of academic achievement. These diverse educational qualifications highlight the commitment and expertise in the midwifery profession in Makassar, in ensuring the provision of quality maternal and infant care.

Burnout and Stress

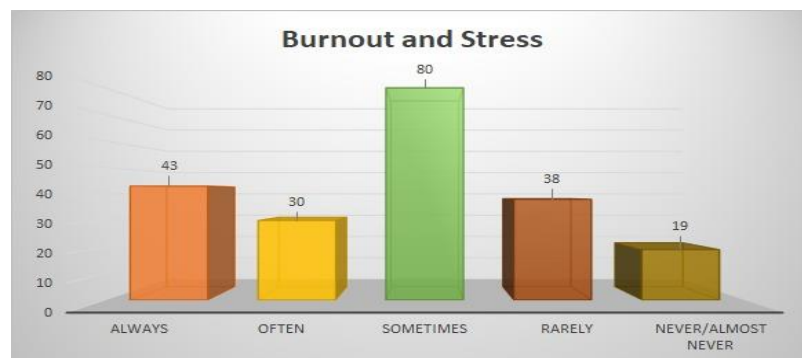


Figure 4. Burnout and stress

One of the questions on the questionnaire asked midwives, "Do you have enough energy for your family and colleagues in your free time?" The responses highlighted significant levels of burnout within the field. A total of 43 midwives reported always having enough energy, while 32 midwives often felt the same. However, 80 midwives indicated they sometimes have enough energy, suggest occasional struggles with burnout. Additionally, 37 midwives rarely had sufficient energy, and 19 midwives reported never having enough energy for their family and colleagues in their free time. These responses underscore the varying degrees of burnout experienced by midwives, emphasizing the need for targeted interventions to support their well-being and work-life balance.

Of the 216 midwives who filled out the online questionnaire CBI (Copenhagen Burnout Inventory), 111 reported experiencing burnout and stress, highlighting the significant challenges

they face in their profession. The remaining midwives did not report burnout and stress, which suggests a variety of factors influencing their mental well-being. The high prevalence of stress among midwives underscores the need for interventions such as stress management programs, mental health support, and organizational changes (Nurhaeni, n.d.)(A. A. Hidayat et al., 2023)(S. Hidayati & KM, 2024)(Gai et al., 2024)(Kusuma et al., 2024). Addressing these stress levels is crucial not only for the well-being of the midwives but also for ensuring the quality of care they provide to mothers and infants. of healthcare workers and patients. Additionally, the focus on midwifery services, although important, does not cover the entire spectrum of health services in Makassar. The uneven distribution of midwives and lack of comprehensive data also limit generalizability.

Discussion

The high level of stress among midwives in Makassar highlights the need for targeted interventions to support the mental well-being of midwives. The diverse educational backgrounds of midwives suggest that stress management strategies should be tailored to their specific needs and roles. Overcoming stress is important to maintain the quality of care provided to mothers and babies.

CONCLUSION

This research underscores the importance of understanding and overcoming burnout and stress faced by midwives. Implementing effective stress management interventions, healthcare systems can improve job satisfaction, reduce burnout, and improve overall obstetric well-being, ultimately leading to better patient outcomes.

The study was limited by its reliance on self-reported data, which would have been biased. Future research is expected to include a larger sample and a wide range of objective measures of stress and burnout.

Should explore the effectiveness of certain burnout and occupational stress, such as mindfulness-based programs, in reducing stress among mid-intervention and stress management. The study could also examine the long-term impact of these interventions on job satisfaction and quality of patient care.

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