

# **Intrinsic Factors and Midwives' Performance**

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## **Abstract**

This study attempted to assess the intrinsic factors and midwives' (MWs') performance using a cross sectional survey method. It consisted of all the MWs posted at Sub-centers (SCs), health assistants (HA), lady health visitors (LHV) of rural health centers and township health assistant (THA) of Pyin Oo Lwin Township. It also included the randomly selected lactating or nursery mothers and village leaders of the SCs assigned villages. A total of 100 mothers, 20 MWs, 5 HA, one LHV, one THA and 20 village leaders were studied in the study. The results revealed that; 60% of the studied MWs were good performers while the rests were poor performers. According to correlation analysis, the improvements of MWs' performance was depended upon the intrinsic factors ( $p < 0.05$ ). The significant associations between knowledge and the performance on primary health care and referral system, responsiveness and frequency of general patient's visits, willingness and referral for mother, ability to solve problems and the primary health care, innovative ideas and field visits, ante natal care and post natal care were observed ( $p < 0.005$ ). The interest induced the better performance on general patient care; performance on coverage of pregnancies delivered and post natal care according to bi-variate analysis ( $p < 0.005$ ). Self motivation also played important role on ante natal care, post natal care and reproductive health ( $p < 0.005$ ). Therefore, intrinsic factors play an important role in improving MWs' performance, and ultimately improving the quality of healthcare.