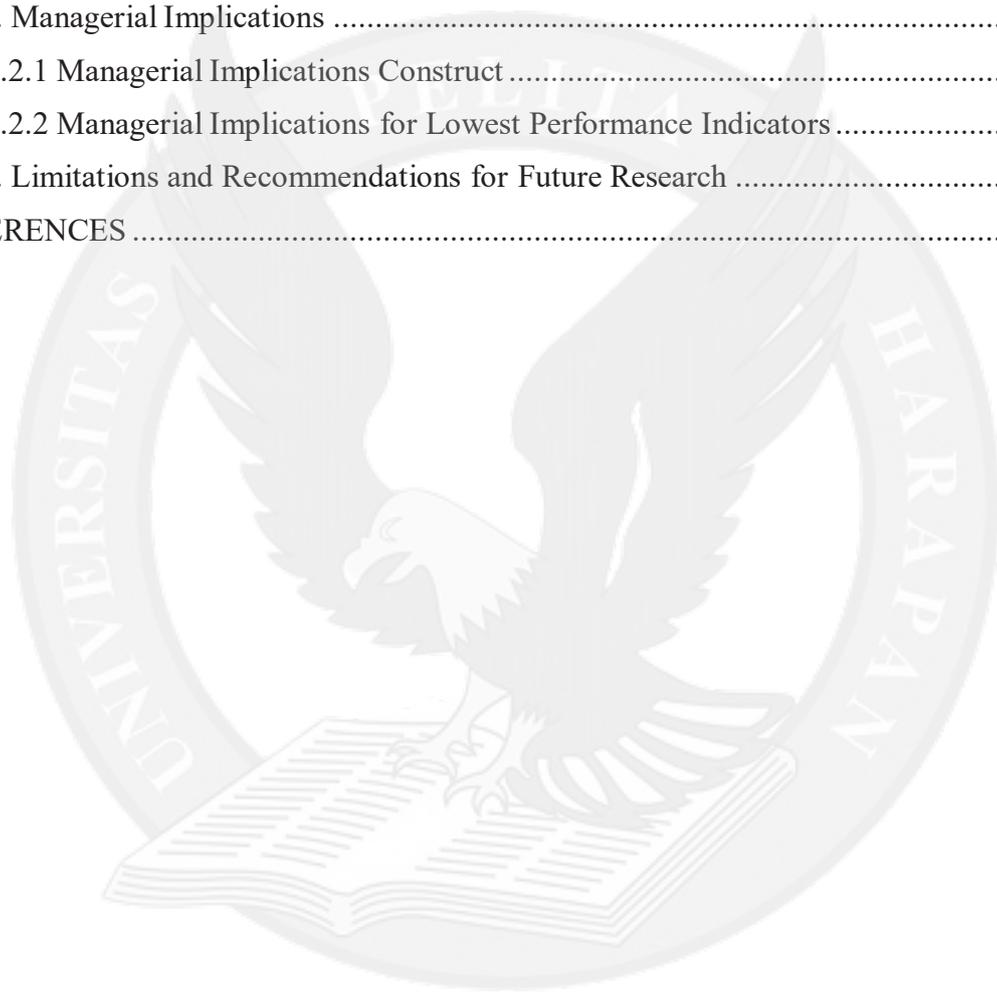


CONTENTS

CHAPTER 1 INTRODUCTION	1
1.1. Background	1
1.2. Research Question	3
1.3. Research Objective	4
1.4. Benefits of Research	4
1.4.1 Theoretical and Academic Benefits	5
1.4.2 Practical Benefits	5
1.5. Research Systematics	6
CHAPTER 2 LITERATURE REVIEW	8
2.1. Midwivery	8
2.1.1 Burnout Variable	9
2.1.2 Work Stress Level Variable	11
2.1.3 Social Support Variable	13
2.1.4 Workload Variable	14
2.1.5 Financial Satisfaction Variable	15
2.1.6 Previous Research	18
2.2. Hypothesis Development	19
2.2.1 Correlation between Job Stress and Burnout in Midwives	19
2.2.2 Correlation between Social Support and Burnout in Midwives	20
2.2.3 Correlation between Workload and Burnout in Midwives	21
2.2.4 Correlation between Financial Satisfaction and Burnout in Midwives	22
2.3. Conceptual Framework	23
CHAPTER 3 METHODOLOGY	24
3.1. Research Object	24
3.2. Unit of Analysis	24
3.3. Research Type	24
3.4. Research Variables and Operational Definitions	25
3.4.1 Research Variables	25
3.4.2 Variable Measurement Scale	25
3.4.3 Conceptual Definitions and Variable Operationalization	25

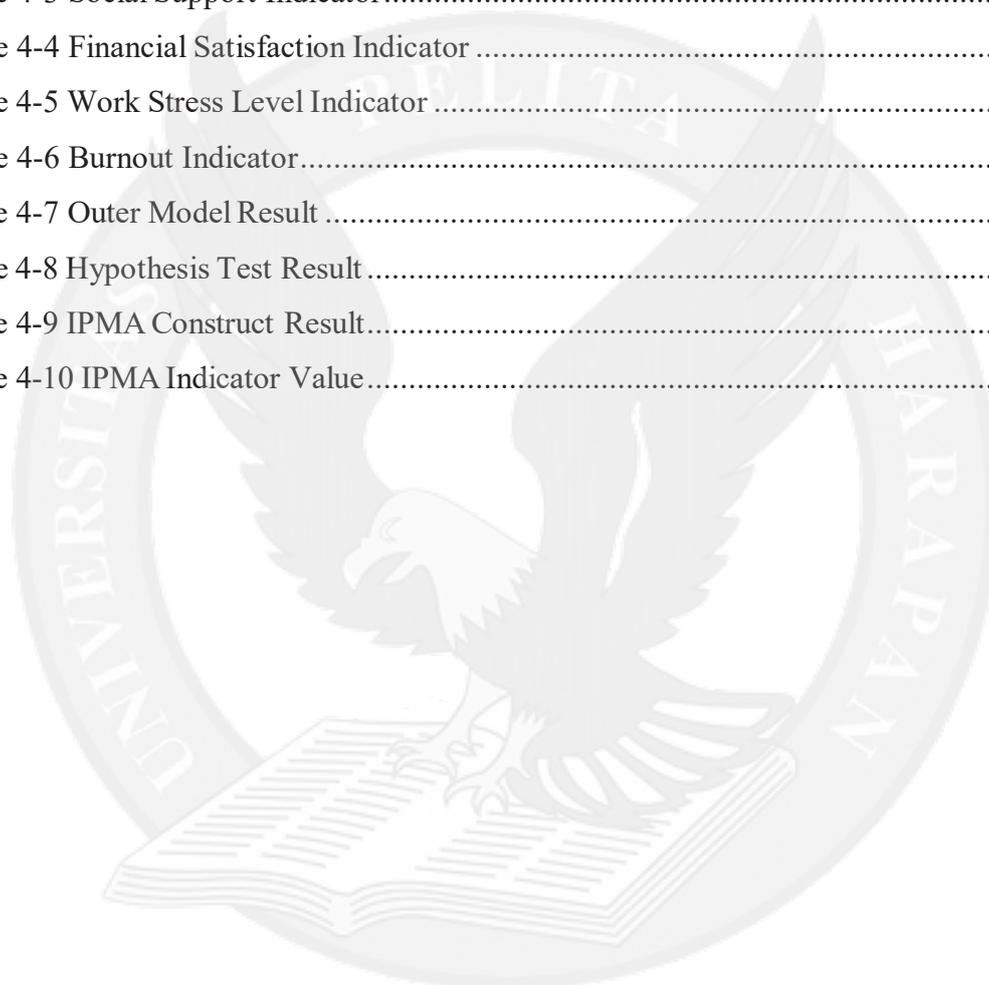
3.5. Population and Sample	28
3.5.1 Research Population	28
3.5.2 Research Sample	28
3.5.3 Collection Method.....	29
3.6. Instruments and Data Collection Techniques.....	30
3.6.1 Research Instruments	30
3.6.2 Data Collection Techniques.....	31
3.7. Data Analysis Method	31
3.7.1 Partial Least Square (PLS)	32
3.7.2 Model Evaluation	32
Measurement Model (Outer Model).....	32
CHAPTER 4 RESULTS AND DISCUSSION	36
4.1. Respondent Demographic Profile	36
4.2. Descriptive Analysis of Respondents	44
4.2.1 Workload Variable	45
4.2.2 Social Support Variable.....	48
4.2.3 Financial Satisfaction Variable	50
4.2.4 Work Stress Level Variable.....	53
4.2.5 Burnout Variable.....	55
4.3. Measurement Model (Outer Model).....	59
4.3.1 Reliability Indicator.....	60
4.3.2 Construct Reliability	62
4.3.3 Construct Validity.....	63
4.3.4 Discriminant Validity.....	64
4.4. Inner Model Results (Structural Model)	65
4.4.1 Multicollinearity	66
4.4.2 Determination Coefficient (R-squared).....	67
4.4.3 Effect Size (f-squared)	67
4.4.4 Predictive Relevance (q-square)	68
4.5. Hypothesis Test Results.....	69
4.5.1 The Relationship Between Workloads and Burnout.....	72
4.5.2 The Relationship Between Social Support on Burnout.....	73
4.5.3 The Relationship Between Financial Satisfaction on Burnout	73

4.5.4 The Relationship Between Workloads on Work Stress Level.....	74
4.5.5 The Relationship Between Social Supports in Work Stress Level	74
4.5.6 The Relationship Between Financial Satisfaction and Work Stress Level	75
4.5.7 The Relationship Between Work Stress Level and Burnout	75
4.6. Importance-Performance Analysis	76
4.7. Discussion	81
CHAPTER 5 CONCLUSION AND RECOMMENDATIONS	85
5.1. Conclusions	85
5.2. Managerial Implications	86
5.2.1 Managerial Implications Construct	86
5.2.2 Managerial Implications for Lowest Performance Indicators	87
5.3. Limitations and Recommendations for Future Research	89
REFERENCES	92



FIGURES

Figure 2-1. Conceptual Framework of Burnout in Midwives.....	23
Figure 4-1. Demographic Baseline	40
Figure 4-2 Workload Indicator	46
Figure 4-3 Social Support Indicator.....	49
Figure 4-4 Financial Satisfaction Indicator	52
Figure 4-5 Work Stress Level Indicator	54
Figure 4-6 Burnout Indicator.....	57
Figure 4-7 Outer Model Result	60
Figure 4-8 Hypothesis Test Result	71
Figure 4-9 IPMA Construct Result.....	77
Figure 4-10 IPMA Indicator Value.....	80



TABLES

Table 3-1 Conceptual Definition and Operational Definition of Research	26
Table 4-1. Demographic Baseline	36
Table 4-2 Research Respodent Answer Categories	45
Table 4-3 Workload Variable	45
Table 4-4 Social Support Variable.....	48
Table 4-5 Financial Satisfaction Variable	50
Table 4-6 Work Stress Level Variable	53
Table 4-7 Burnout Variable.....	55
Table 4-8 Outter Loading	61
Table 4-9 Cronbach's Alpha and Composite Reliability.....	63
Table 4-10 AVERAGE Variance Extracted Value	64
Table 4-11 Discriminant Validity.....	65
Table 4-12 Inner VIF Value	66
Table 4-13 R-Square	67
Table 4-14 F-Square	68
Table 4-15 Q-Square.....	69
Table 4-16 Hypothesis Test Result.....	70
Table 4-17 Importance and Performance Construct Value.....	76
Table 4-18 Importance and Performance Indicator Value	78

APPENDIX

APPENDIX A Research Questionnaire	A-1
APPENDIX B PLS-SEM Setting	B-1
APPENDIX C Outer Model	C-1
APPENDIX D PLS-SEM Algorithm Result	D-1
APPENDIX E Bootstrapping PLS-SEM Analysis	E-1
APPENDIX F Importance Performance Map	F-1
APPENDIX G Turnitin Test Result	G-1
APPENDIX I Curriculum Vitae	I-1

