

ABSTRAK

Wahono

Analisis Faktor-Faktor yang Berpengaruh terhadap Kinerja Petugas Rekam Medis di RSUD dr. Soediran Mangun Sumarso Wonogiri
xv + 112 hal + 50 lampiran

Laporan hasil kegiatan pelayanan RM yang lengkap dan tepat waktu dapat dijadikan tolak ukur dalam menilai kinerja dan tertib administrasi. Hasil kegiatan di Subbag RM RS ini menunjukkan beberapa kelemahan. Tujuan dari penelitian ini adalah mengetahui faktor-faktor yang mempengaruhi kinerja petugas rekam medis di RSUD dr. Soediran MS Wonogiri.

Jenis penelitian ini adalah observasional analitik, dengan pendekatan *cross sectional*, pengumpulan data dilakukan dengan wawancara menggunakan kuesioner terstruktur dan observasi. Variabel terikat adalah kinerja petugas rekam medis, variabel bebas adalah persepsi kepemimpinan, persepsi insentif, fasilitas, dan motivasi. Analisis data dilakukan dengan analisis uji korelasi *Rank Spearman* dan regresi logistik.

Hasil penelitian menunjukkan 56,5% petugas rekam medis mempunyai kinerja baik, persepsi terhadap kepemimpinan 56,5% tidak baik, persepsi terhadap insentif 60,9% baik, fasilitas 52,2% tidak baik, dan motivasi 60,9% baik. Variabel yang berhubungan dengan kinerja petugas rekam medis adalah persepsi kepemimpinan ($p: 0,049$), persepsi insentif ($p: 0,002$), fasilitas ($p: 0,030$), dan motivasi ($p: 0,0001$). Faktor yang berpengaruh bersama-sama terhadap kinerja petugas rekam medis adalah motivasi (*Exp B: 10*), persepsi kepemimpinan (*Exp B: 6,6*) dan persepsi insentif (*Exp B: 2*).

Disarankan kepada pihak manajemen agar memberikan insentif secara adil, menempatkan pimpinan yang dapat memberi teladan dan komunikasi yang baik, menyediakan kebutuhan sarana dan prasarana serta penilaian kinerja secara berkala.

Kata kunci : rekam medis, kinerja, rumah sakit, petugas.

Kepustakaan : 27 (1994-2011)

ABSTRACT

Wahono

**Analysis on Factors Related to the Work Performance of Medical Record Officers at dr. Soediran Mangun Sumarso Hospital Wonogiri
xv + 112 pages + 50 enclosures**

A complete and on time report of medical record (RM) service activities could be used as an indicator in assessing work performance and administration organization of medical record staffs. Results of activities in RM sub unit of the hospital showed several weaknesses. Objective of this study was to identify factors affecting the work performance of medical record staffs in dr. Soediran MS Wonogiri district general hospital (RSUD).

This was an observational analytical study with cross sectional approach. Data collection was done through in-depth interview using structured questionnaire and through observation. Dependent variable of this study was the work performance of medical record staffs. Independent variables of this study were perception on leadership, perception on incentive, facilities, and motivation. Rank Spearman correlation test and logistic regression were applied in the data analysis.

Results of the study showed that 56.5% of medical record staffs had good work performance, 56.5% of RM staffs had unsatisfactory perception on the leadership, 60.9% of RM staffs had satisfactory perception on incentive; 52.2% of facilities were inadequate; 60.9% of RM staffs had good motivation. Variables associated with the work performance of RM staffs were perception on leadership (p: 0.049), perception on incentive (p: 0.002), facilities (p: 0.030), and motivation (p: 0.0001). Factors, in common, affecting the work performance of RM staffs were motivation (Exp B: 10), perception on leadership (Exp B: 6.6), and perception on incentive (Exp B: 2).

Suggestions for hospital management are to provide fair incentives, to assign a leader who is able to be a role model and to communicate well, to provide facilities, and to do routine work performance assessment.

Key words : medical record, work performance, hospital, staff

Bibliography : 27 (1994-2011)