

# HUBUNGAN MOTIVASI KERJA DENGAN KINERJA TENAGA REKAM MEDIS DI UNIT REKAM MEDIS RSUD UNGARAN TAHUN 2005

SUHARTANTI -- E2A303196  
(2005 - Skripsi)

Motivasi kerja adalah besar kecilnya usaha yang diberikan seseorang untuk melakukan tugas pekerjaannya. Kinerja merupakan hasil dari interaksi antara motivasi kerja, kemampuan dan peluang. Tenaga rekam medis memiliki tanggung jawab terselenggaranya pelayanan administrasi rumah sakit dalam bidang pelaporan hasil kegiatan pelayanan medis dan pelayanan dokumen rekam medis di rumah sakit. Prestasi dan penghargaan tidak diperhatikan di bagian kepegawaian, merasa bosan terhadap pekerjaannya kurangnya pelatihan, kurangnya sarana dan prasarana, kurangnya pengawasan dan kurangnya imbalan/kompensasi yang didapatkan, hal-hal tersebut dapat menyebabkan menurunnya kinerja tenaga rekam medis. Tujuan dari penelitian ini adalah mengetahui hubungan motivasi kerja dengan kinerja tenaga rekam medis di Unit Rekam Medis RSUD Ungaran tahun 2005. Jenis penelitian ini adalah *explanatory research* dengan metode pengambilan data secara *Cross sectional*, dengan jumlah responden 18 orang. Uji statistik yang digunakan yaitu uji *Korelasi Rank Spearman*.

Berdasarkan hasil penelitian bahwa motivasi kerja tenaga rekam medis berada pada kategori rendah (72,22%), tinggi (27,78%) dan kinerja tenaga rekam medis berada kategori rendah (66,67%), tinggi (33,33%), uji statistik menunjukkan adanya hubungan yang bermakna antara motivasi kerja dengan kinerja tenaga rekam medis di Unit Rekam Medis RSUD Ungaran (nilai P value + 0,034 dan Alfas = 0,05) dengan koefisien korelasi sebesar 0,501 menunjukkan hubungan yang sedang. Arah hubungan yang positif artinya semakin tinggi motivasi kerja maka semakin tinggi kinerja tenaga rekam dan sebaliknya semakin rendah motivasi kerja maka semakin rendah kinerja tenaga rekam medis.

Saran yang diberikan adalah sebaliknya di bagian unit rekam medis menambah sarana dan prasarana, meningkatkan kerjasama dengan bagian lain, memperhatikan pengembangan karier tenaga rekam medis, melakukan pengawasan secara rutin, dan melakukan evaluasi penilaian diri tenaga rekam medis secara rutin.

**Kata Kunci:** Motivasi Kerja, Kinerja, Rekam Medis

*ASSOCIATION OF WORK MOTIVATION TO THE PERFORMANCE MEDICAL RECORD STAFF IN RECORD UNIT OF RSUD UNGARAN 2005*

*Work motivation is the proportion of effort made by a certain person in doing all of his/her jobs. Performance is resulted by an interaction amongst work*

*motivation, ability and opportunity. Medical record personnel hold a responsibility of hospital administration service covers on reporting the results of medical service activities and of medical record document of the hospital. Low ability of medical record personnel, lack of training, lack of motivation, less skill, the absence of achievement as appreciation awarding, lack of compensation received and the absence of monitor may decrease the performance of medical record personnel. The aim of this research is to investigate an association of work motivation the performance of medical record personnel at Medical Record Unit RSUD Unggaran 2005.*

*Research type are classified to be an explanatory reseach, with cross sectional method as a device in getting data, and 18 people as total respondents. Rank Spearman correlation test was used as the statistical test. Spearman correlation test was used as the statisticl test.*

*Based on the result, concluded that factor of work motivation of medical record personnel may be classified as low (72,22%), and high (27,78%), meanwhile the performance of medical record personnel may be classified as low (66,67%), and high (33,33%). It indicates significant asociation between work motivation factor and the performance of medical record personnel at Medical Record Unit RSUD Unggaran ( $p$  value=0,034, alfa =0,05),. The value of correlation coefficient of work motivation to the performance is 0,501; it shows alfa medium association. A positive direction of association may be defined of which the higher work motivation factor means the higher performance of medical record personnel; and on the contrary, the lower work motivation factor, the lower performance of medical record performance.*

*It is advised tothe related hospital to held a routine supervision/monitor, to observe the tool and infrastructure at filling area, to improve the achievement and appreciation system, to create a carrier planning and development, to upgrade training, and toheld a routine measurement of performance of medical record personnel.*

*Keyword : Work Motivation, Performance, Medical Record*