

ABSTRAK

ANALISIS KUALITAS SDM DAN MOTIVASI TERHADAP KINERJA PERAWAT RAWAT INAP DALAM PENGISIAN REKAM MEDIS ELEKTRONIK DI RSUD GAMBIRAN KOTA KEDIRI

Nine Wahyu Agustina^{1, 3}, Agustin Widyowati², Panca Radono³,
Rofik Darmayanti⁴

Mahasiswa S1 Administrasi Rumah Sakit, Dosen Universitas Strada
Indonesia²³⁴

ninewahyuagustina3@gmail.com

Kinerja yang optimal akan mendorong peningkatan kualitas SDM dan motivasi khususnya dalam pengisian rekam medis elektronik secara efektif dan efisien. Tujuan dari penelitian ini adalah menganalisis kualitas SDM dan motivasi terhadap kinerja perawat di ruang rawat inap dalam pengisian rekam medis elektronik di RSUD Gambiran Kota Kediri. Penelitian ini menggunakan kuantitatif dengan pendekatan *cross sectional*. Penelitian ini dilakukan di RSUD Gambiran Kota Kediri pada bulan April 2025. Populasi penelitian sebanyak 120 perawat, dan jumlah sampel sebanyak 92 perawat rawat inap yang diambil dengan teknik *simple random sampling*. Variabel penelitian yaitu kualitas SDM, motivasi, dan kinerja perawat. Instrumen yang digunakan adalah kuesioner, dan data dianalisis menggunakan uji regresi linear berganda.

Hasil penelitian menunjukkan bahwa kualitas SDM berpengaruh signifikan terhadap kinerja perawat (p -value 0,000, $B= 0,620$). Motivasi juga berpengaruh signifikan terhadap kinerja perawat (p -value 0,015, $B= 0,400$). Secara simultan kualitas SDM dan motivasi berpengaruh signifikan terhadap kinerja perawat (p -value 0,000) dan kualitas SDM memiliki pengaruh yang lebih tinggi untuk meningkatkan kinerja perawat. Diharapkan pihak rumah sakit dapat meningkatkan kualitas SDM melalui pelatihan penguasaan teknis penginputan data secara elektronik, pembaruan prosedur dokumentasi elektronik, sosialisasi dan simulasi rekam medis elektronik secara rutin serta memperkuat motivasi perawat melalui Penghargaan serta lingkungan kerja yang mendukung bertujuan untuk meningkatkan kinerja perawat dalam pengisian rekam medis elektronik.

Kata Kunci : Kualitas SDM, Motivasi, Kinerja Perawat, Rekam Medis Elektronik, Rawat Inap

ABSTRACT

ANALYSIS OF THE QUALITY OF HUMAN RESOURCES AND MOTIVATION ON THE PERFORMANCE OF INPATIENT NURSES IN FILLING OUT ELECTRONIC MEDICAL RECORDS AT RSUD GAMBIRAN CITY KEDIRI

*Nine Wahyu Agustina¹, Agustin Widyowati², Panca Radono³,
Rofik Darmayanti⁴*

*Mahasiswa S1 Administrasi Rumah Sakit, Dosen Universitas Strada
Indonesia²³⁴*

ninewahyuagustina3@gmail.com

Optimal performance will encourage the improvement of the quality of human resources and motivation, especially in filling out electronic medical records effectively and efficiently. Electronic medical records effectively and efficiently. The purpose of this study is to analyze the quality of human resources and motivation to the performance of nurses inpatient in filling out electronic medical records at RSUD Gambiran Kota Kediri.at Gambiran Hospital, Kediri City. This study used a quantitative with a cross sectional approach. This research was conducted at Gambiran Hospital, Kediri City in April 2025. The study population was 120 nurses, and the sample size was 92 inpatient nurses who were taken with simple random sampling technique. The research variables are the quality of human resources, motivation, and nurse performance. The instrument used was a questionnaire, and The data were analyzed using multiple linear regression tests.

The results showed that the quality of human resources significant effect on nurse performance (p-value 0.009, B = 0.620). Motivation also has a significant effect on nurse performance (p-value 0,000, B = 0.400). Simultaneously, the quality of human resources and motivation have a significant effect on nurse performance (p-value 0,000) and human resources have a higher influence on improving nurse performance. It is expected that the hospital can improve the quality of human resources through continuous training and strengthen nurse motivation through rewards and a supportive work environment, in order to improve nurse performance in filling out electronic medical records.

Keywords: Human Resource Quality, Motivation, Nurse Performance, Electronic Medical Records, Inpatient Care