ABSTRAK

STRATEGI PENGEMBANGAN KEMAMPUAN PELAYANAN REKAM MEDIS PADA SDM KESEHATAN DI RUMAH SAKIT PERTAMINA PANGKALAN BRANDAN TAHUN 2023

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Pengembangan sumber daya manusia pada dasarnya adalah salah satu strategi peningkatan kinerja petugas kesehatan yang mencerminkan kemampuan anggota organisasi dalam bekerja, artinya kinerja masing-masing petugas kesehatan di nilai dan di ukur menurut kriteria yang sudah di tentukan oleh organisasi rumah sakit. Penelitian ini bertujuan ntuk menganalisis pengembangan kemampuan pelayanan rekam medis pada SDM Kesehatan. Jenis penelitian ini adalah kuantitatif menggunakan *crossectional study*. Penelitian ini dilakukan di Rumah Sakit Pertamina Pangkalan Brandan pada bulan September 2022 sampai dengan Mei tahun 2023. Sampel dalam penelitian ini adalah seluruh petugas kesehatan yang bekerja di Rumah Sakit Pertamina Pangkalan Brandan, yaitu sebanyak 140 orang. Analisis data dilakukan dengan analisis univariat dan bivariat. Berdasarkan hasil penelitian, maka diketahui bahwa ada dampak pengembangan SDMK dengan metode pelatihan *on the job* bidang pelayanan Rekam Medis, ada dampak pengembangan SDMK dengan metode pelatihan *demonstran and example* bidang pelayanan Rekam Medis, ada dampak pengembangan SDMK dengan metode pelatihan *Apprenticeship* bidang pelayanan Rekam Medis di Rumah Sakit Pertamina Pangkalan Brandan tahun 2023.

Berdasarkan simpulan diharapkan Tim Diklat yang diibaratkan sebagai penggerak dan pengelola sumber daya manusia yang ada dalam Rumah Sakit Pertamina Pangkalan Brandan, hendaknya selalu mampu mengevaluasi kebutuhan pelatihan bagi karyawannya. Pelatihan yang diperlukan masing-masing perawat, seperti perawat baru, staff yang telah lama bekerja, tentunya akan berbeda-beda.

Kata Kunci : Strategi, Pengembangan, Rekam Medis, SDMK

ABSTRACT
STRATEGY FOR DEVELOPING CAPABILITY OF MEDICAL RECORDS SERVICES FOR HEALTH HUMAN RESOURCES AT PERTAMINA PANGKALAN BRANDAN HOSPITAL IN 2023

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Human resource development is basically a strategy to improve the performance of health workers which reflects the ability of organizational members to work, meaning that the performance of each health worker is assessed and measured according to criteria determined by the hospital organization. This research aims to analyze the development of medical record service capabilities in Health Human Resources. This type of research is quantitative using a cross-sectional study. This research was conducted at Pertamina Pangkalan Brandan Hospital from September 2022 to May 2023. The sample in this study was all health workers who worked at Pertamina Pangkalan Brandan Hospital, namely 140 people. Data analysis was carried out using univariate and bivariate analysis. Based on the research results, it is known that there is an impact on the development of human resources using the on-the-job training method in the field of Medical Records services, there is an impact on the development of human resources using the demonstrator and example training method in the field of Medical Records services, there is an impact on the development of human resources using the Apprenticeship training method in the field of Medical Records services in Pertamina Pangkalan Brandan Hospital in 2023. Based on the conclusions, it is hoped that the Training Team, which is likened to activating and managing human resources in the Pertamina Pangkalan Brandan Hospital, should always be able to evaluate the training needs of its employees. The training required by each nurse, such as new nurses, staff who have worked for a long time, will of course be different.

Keywords: Strategy, Development, Medical Records, HRH