

Analisis Hubungan Peran Human Resource Management Dengan Penerapan E-Medical Record di Rumah Sakit LNG Badak

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Abstrak

Penelitian ini mengevaluasi hubungan manajemen sumber daya manusia (HRM), seperti seleksi, rekrutmen, pelatihan, penilaian kinerja, dan penghargaan, dengan penerapan sistem E-Medical Record (EMR) di Rumah Sakit LNG Badak. Selain itu, penelitian menganalisis sistem EMR melalui aspek perceived usefulness, perceived ease of use, attitude toward usage, dan behavioral intention to use. Data dikumpulkan secara kuantitatif melalui kuesioner dari tenaga medis, kesehatan, dan non-kesehatan. Hasil menunjukkan perceived usefulness berpengaruh signifikan terhadap behavioral intention to use, sedangkan perceived ease of use memengaruhi attitude toward usage. Pelatihan dan penghargaan berkontribusi positif terhadap perceived usefulness dan ease of use, namun hubungan seleksi, rekrutmen, dan penilaian kinerja dengan penerapan EMR kurang signifikan. Temuan ini menekankan pentingnya pelatihan, penghargaan, dan pengalaman pengguna dalam adopsi EMR. Keterbatasan penelitian meliputi sampel dari satu rumah sakit, sehingga generalisasi hasil perlu kajian lanjutan. Penelitian mendatang disarankan menggunakan metode kualitatif dan menganalisis faktor eksternal yang memengaruhi penerapan teknologi di rumah sakit.

This study examines the relationship between HRM practices—selection, recruitment, training, performance appraisal, and rewards—and the implementation of the E-Medical Record (EMR) system at LNG Badak Hospital. It also analyzes EMR adoption through perceived usefulness, ease of use, attitude toward usage, and behavioral intention to use. Data from medical, health, and non-health personnel show perceived usefulness impacts behavioral intention, while ease of use influences attitude. Training and rewards enhance perceived usefulness and ease of use, but selection, recruitment, and performance appraisal show weaker links. The study highlights training, rewards, and user experience as key, with further research recommended to explore external factors.