

HUBUNGAN ANTARA KEPEMIMPINAN DIGITAL, BUDAYA ORGANISASI, DAN KEMAMPUAN INOVASI ORGANISASI TERHADAP TINGKAT KEBERHASILAN PENERAPAN REKAM MEDIS ELEKTRONIK DI RS JANTUNG JAKARTA

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ABSTRAK

Latar Belakang : Transformasi digital kesehatan merupakan salah satu aspek terpenting dalam evolusi industri kesehatan saat ini. Di Indonesia, Kemenkes RI mendorong transformasi digital kesehatan dengan beberapa kegiatan prioritas antara lain sistem data kesehatan. Sistem data kesehatan di rumah sakit salah satunya dengan penyelenggaraan rekam medis elektronik (RME). Hal ini juga didukung dengan adanya kewajiban penerapan RME sesuai PMK No. 24 tahun 2022. Penerapan RME belum merata, hanya 24% RS di Indonesia pada tahun 2023 yang telah sepenuhnya menerapkan RME. Di RS Jantung Jakarta baru terpenuhi sebagian. Kendala : terdapat formulir, tanda tangan dan pemeriksaan diagnostik yang belum masuk ke sistem. Terdapat beberapa faktor yang berpengaruh terhadap keberhasilan transformasi digital dalam hal ini penggunaan RME antara lain Kepemimpinan Digital, Budaya Organisasi dan Kemampuan Inovasi Organisasi.

Tujuan : Menggambarkan hubungan antara kepemimpinan digital, budaya organisasi, kemampuan inovasi organisasi dengan dan RME

Metode : Merupakan penelitian kuantitatif dengan penelitian non eksperimental analitik (cross sectional survey). Analisis data menggunakan analisis bivariat dengan *Spearman Rank* dengan jumlah sampel 162 Profesional Pemberi Asuhan yang diambil dengan *stratified random sampling* dan bertempat di RS Jantung Jakarta. Analisis bivariat untuk menilai hubungan antara kepemimpinan digital dengan tingkat keberhasilan penerapan RME, hubungan antara budaya organisasi dengan tingkat keberhasilan penerapan RME dan hubungan antara kemampuan inovasi organisasi dengan tingkat keberhasilan penerapan RME.

Hasil dan pembahasan : Berdasarkan hasil uji korelasi Spearman antara kepemimpinan digital dan tingkat keberhasilan penerapan RME, diperoleh koefisien korelasi sebesar $\rho = 0.021$ dengan nilai signifikansi $p = 0.788$. Hal ini menunjukkan bahwa tidak terdapat hubungan yang signifikan antara kepemimpinan digital dengan keberhasilan penerapan RME; Dari keempat jenis budaya organisasi yang diteliti, hanya budaya adhocracy dan market yang menunjukkan hubungan signifikan terhadap keberhasilan implementasi RME. Budaya adhocracy berkontribusi secara positif, sedangkan budaya market justru berkorelasi negatif; Berdasarkan hasil uji korelasi Spearman, terdapat hubungan positif yang signifikan antara kemampuan inovasi organisasi dan tingkat keberhasilan penerapan RME ($\rho = 0.246$, $p = 0.002$).

Kesimpulan : Tidak terdapat hubungan antara kepemimpinan digital dengan keberhasilan

penerapan RME, budaya adhocracy dan market yang menunjukkan hubungan signifikan terhadap keberhasilan implementasi RME, terdapat hubungan antara kemampuan inovasi organisasi dengan keberhasilan penerapan RME.

Kata Kunci : Kepemimpinan Digital, Budaya Organisasi, Kemampuan Inovasi Organisasi, Rekam Medis Elektronik, RS Jantung Jakarta

THE RELATIONSHIP BETWEEN DIGITAL LEADERSHIP, ORGANIZATIONAL CULTURE, AND ORGANIZATIONAL INNOVATION ABILITY TOWARDS THE SUCCESS LEVEL OF IMPLEMENTING ELECTRONIC MEDICAL RECORDS AT JAKARTA HEART CENTER HOSPITAL

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ABSTRACT

Background : Digital transformation of health is one of the most important aspects in the evolution of the current health industry. In Indonesia, the Indonesian Ministry of Health is encouraging digital transformation of health with several priority activities including health data systems. One of the health data systems in hospitals is the implementation of electronic medical records (EMR). This is also supported by the obligation to implement EMR according to PMK No. 24 of 2022. The implementation of EMR is not yet evenly distributed, only 24% of hospitals in Indonesia in 2023 have fully implemented EMR. At the Jakarta Heart Hospital, only partially fulfilled. Constraints: there are forms, signatures and diagnostic examinations that have not been entered into the system. There are several factors that influence the success of digital transformation in this case the use of EMR, including Digital Leadership, Organizational Culture and Organizational Innovation Capabilities.

Objective : Describes the relationship between digital leadership, organizational culture, organizational innovation capability and EMR.

Method : This is a quantitative study with non-experimental analytical research (cross-sectional survey). Data analysis used bivariate analysis with Spearman Rank with a sample of 162 Professional Care Providers taken by stratified random sampling and located at the Jakarta Heart Center Hospital. Bivariate analysis to assess the relationship between digital leadership and the level of success of RME implementation, the relationship between organizational culture and the level of success of RME implementation and the relationship between organizational innovation capabilities and the level of success of RME implementation.

Result and Discussion : Based on the results of the Spearman correlation test between digital leadership and the level of success of EMR implementation, a correlation coefficient of $\rho = 0.021$ was obtained with a significance value of $p = 0.788$. This shows that there is no significant relationship between digital leadership and the success of EMR implementation; Of the four types of organizational culture studied, only adhocracy and market cultures showed a significant relationship to the success of EMR implementation. Adhocracy culture contributes positively, while market culture is negatively correlated; Based on Spearman's correlation test results show connection significant positive between ability innovation organization and level success application of EMR ($\rho = 0.246$, $p = 0.002$).

Conclusion : There is no relationship between digital leadership and the success of EMR implementation, adhocracy and market culture show a significant relationship to the success of EMR implementation, there is a relationship between organizational innovation capabilities and the success of EMR implementation.

Keywords : Digital Leadership, Organizational Culture, Organizational Innovation Capability, Electronic Medical Records, Jakarta Heart Hospital