

ABSTRAK

Latar Belakang: Puskesmas merupakan fasilitas kesehatan tingkat pertama yang menyelenggarakan Upaya Kesehatan Masyarakat (UKM) dan Upaya Kesehatan Perorangan (UKP). Puskesmas memiliki kewenangan untuk menyelenggarakan rekam medis, sehingga membutuhkan Sumber Daya Manusia (SDM) termasuk tenaga rekam medis untuk dapat menjalankan kewenangannya. Tenaga puskesmas perlu dianalisis kebutuhannya sesuai PMK No. 33 tahun 2015 tentang Pedoman Penyusunan Perencanaan Kebutuhan Sumber Daya Manusia Kesehatan dengan Analisis Beban Kerja (ABK) agar terpenuhi jenis dan jumlahnya. Di Puskesmas Mlati 1 Sleman, perencanaan kebutuhan tenaga rekam medis telah dilakukan dengan metode ABK yaitu hanya dibutuhkan tiga petugas. Namun, dengan empat petugas yang sudah ada, masalah di bagian rekam medis belum dapat diselesaikan. Oleh karena itu perlu dilaksanakan penelitian dengan judul “Evaluasi Hasil Perhitungan Kebutuhan Tenaga Rekam Medis di Puskesmas Mlati 1 Sleman”.

Tujuan: mengetahui metode dan hasil perhitungan yang tepat untuk Puskesmas Mlati 1 Sleman agar tenaga rekam medis dapat terpenuhi sesuai kebutuhannya.

Metode: merupakan jenis penelitian deskriptif dengan data kuantitatif dan rancangan observasional. Penelitian dilaksanakan dengan teknik pengambilan data observasi, studi dokumen, dan wawancara.

Hasil: sumber data indikator perhitungan puskesmas berbeda dengan ketentuan PMK No.33 tahun 2015. Identifikasi metode perhitungan tidak dapat dilakukan karena keterbatasan pemahaman petugas terkait aplikasi perhitungan kebutuhan tenaga rekam medis, akibat tidak adanya pelatihan perhitungan pada petugas oleh dinkes. Hasil perhitungan oleh puskesmas yaitu dibutuhkan tiga tenaga rekam medis. Hasil Perhitungan oleh peneliti yaitu dibutuhkan empat tenaga rekam medis. Hasil kedua perhitungan berbeda karena sumber data indikator tidak sama.

Kesimpulan: Hasil perhitungan kebutuhan tenaga rekam medis oleh puskesmas tidak tepat karena terdapat ketidakbenaran data serta perbedaan indikator dan sumber data pada PMK No.33 tahun 2015.

Kata Kunci: evaluasi, kebutuhan tenaga, Analisis Beban Kerja (ABK), rekam medis

ABSTRACT

Background: Puskesmas is a health facility that organizes a first-ever Community Health Effort (SME) and individual Health Effort (UKP) which is a technical implementation unit for district health offices. As a first-rate health facility, puskesmas have the authority to conduct medical records, requiring Human Resources (HR) including medical record personnel to be able to exercise their authority. Puskesmas personnel need to be analyzed to fulfill the needs of the type and amount, so that the medical record personnel needs to be met with the needs analysis according to the PMK no. 33 of 2015 on Guidelines for the Preparation of Health Manpower Requirements Planning with Workload Analysis (ABK). At the Puskesmas Mlati 1 Sleman, the planning needs of medical record personnel has not been as expected by the coordinator of medical records. Coordinators and registration officers have not been able to provide optimal service because the problem can not be solved by four existing officers. However, the results of the calculation of the need for medical record personnel conducted by the head of Administration (TU) that is only required three officers. Therefore it is necessary to conduct research with the title "Evaluation of Result of Calculation Needs Employers Medical Record At Puskesmas Mlati 1 Sleman".

Objective: This study aims to determine the exact method and calculation results for the Puskesmas Mlati 1 Sleman for medical record workers can be fulfilled according to their needs.

Method: The type of research used is descriptive research with quantitative data and designed with an observational design. The research was conducted with observation data collection technique, documentation study, and interview

Result: data source of calculation indicator of health center is different with provision of PMK No.33 year 2015. Identification of calculation method can not be done because of limited of officer understanding related to medical record worker requirement determined by dinkes, due to lack of training calculation on officer by dinkes. The calculation result by puskesmas is needed three medical recorder. Result of calculation by researcher that is need four medical recorder. The results of the two calculations are different because the indicator data source is not the same.

Conclusion: The results of the calculation of the need of medical record personnel by puskesmas is not appropriate because there are untruths of data as well as differences in indicators and data sources between the calculations by puskesmas with regulations on PMK No.33 of 2015.

Keywords: evaluation, labor requirements, Workload Analysis (ABK), medical records.