

INTISARI
ANALISIS KESIAPAN SUMBER DAYA MANUSIA DAN PERAN
MANAJEMEN DALAM PENERAPAN SISTEM INFORMASI
MANAJEMEN RUMAH SAKIT
DI RS PKU MUHAMMADIYAH SRUWENG

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Latar Belakang: Untuk meningkatkan kepuasan pasien dan daya saing rumah sakit, RS PKU Muhammadiyah Sruweng melakukan pengembangan sistem informasi manajemen rumah sakit (SIM RS). Dituntut kesiapan SDM yang baik dan dukungan dari manajemen agar proses pengembangan SIM RS ini dapat berjalan dengan baik.

Metode Penelitian: Penelitian ini bersifat deskriptif dengan gabungan kualitatif dan kuantitatif. Informasi terkait kesiapan SDM didapatkan dari pengambilan data secara kualitatif, sedangkan peran agen perubahan oleh manajemen SDM didapatkan secara kuantitatif melalui kuesioner peran multi oleh Ulrich (1996).

Hasil: SDM di RS PKU Muhammadiyah Sruweng belum siap menjalankan SIM RS dikarenakan masih minimnya pengetahuan dan kemampuan menjalankan komputer dan SIM RS. Sosialisasi dan pelatihan belum secara intensif dilaksanakan, dan belum menyentuh seluruh calon pengguna SIM RS ini. Proses *transfer of knowledge* tidak berjalan dengan baik dari pengembang kepada calon pengguna SIM RS. Melalui analisis peran multi didapatkan bahwa manajemen SDM memiliki skor paling rendah sebagai agen perubahan dibandingkan dengan peran lainnya yang dimiliki.

Kesimpulan: SDM di RS PKU Muhammadiyah Sruweng belum siap dalam melaksanakan implementasi SIM RS. Manajemen SDM belum mampu bertindak sebagai agen perubahan yang mendukung proses implementasi SIM RS agar berjalan dengan baik.

Kata Kunci: Kesiapan SDM, Analisis *multiple role model*, Implementasi SIM RS

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ABSTRACT
ANALYSES OF THE HUMAN RESOURCES READINESS
AND MANAGEMENT ROLE IN IMPLEMENTING
HOSPITAL MANAGEMENT INFORMATION SYSTEM
AT HOSPITAL OF PKU MUHAMMADIYAH SRUWENG

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Background: To increase patient satisfaction and hospital competitiveness, hospital of PKU Muhammadiyah Sruweng conduct the development of hospital management information system (MIS). The readiness of human resources and the support of management are claimed so that the process development of this SIM RS can be done well.

Reaseach Method: This research is in descriptive mode, with alliance from qualitative and quantitative method. Informations related to the readiness of the human resources are collected qualilatively, while information of the role of human resources management as change agent are gotten quantitively by questioners of multiple role model by Ulrich (1996).

Result: Human resources in hospital of PKU Muhammadiyah Sruweng is not yet ready to run hospital MIS because of still its lack of ability and knowledge run computer and perform hospital MIS. Socialization and training not yet intensively executed, and not yet touch entire of the user of this hospital MIS. Process of transfer of knowledge is not nicely done from developer to candidate user of hospital MIS. It is revealed that human resources management have the lowest score as change agent compared to other role which is owned.

Conclusion: Human resources in hospital of PKU Muhammadiyah Sruweng are not yet ready to executing the implementation of hospital MIS. Human resource management are not yet can act as change agent supporting the implementation process of hospital MIS to be nicely done.

Keyword: Readiness of Human Resources, Multiple model role analyses, Implementation of Hospital MIS

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