

ABSTRAK

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Judul : Hubungan Karakteristik Karyawan dengan Kinerja Sumber Daya Manusia di Unit Rekam Medis di RSUD Tengku Rafi'an Kabupaten Siak

Kinerja suatu organisasi tergantung pada kompetensi sumber daya manusia di dalamnya, baik sebagai individu maupun sebagai tim. Sumber daya manusia merupakan aset bagi organisasi sehingga organisasi yang cerdas dan berkeinginan meningkatkan kinerjanya, harus berupaya mengembangkan sumber daya manusianya secara berkelanjutan. Oleh karena itu perlu dilihat hubungan karakteristik karyawan dengan kinerja sumber daya manusia di Unit Rekam Medis di RSUD Tengku Rafi'an Kabupaten Siak. Jenis penelitian ini yaitu penelitian kuantitatif dengan desain penelitian survei. Penelitian ini dilakukan di Rumah Sakit Umum Daerah Tengku Rafi'an Kabupaten Siak Riau. Waktu penelitian ini dilaksanakan dari bulan Oktober 2021 pada unit rekam medis dengan sumber daya manusia hingga Februari 2022. Populasi pada penelitian ini 49 dengan sampel 49. Pengumpulan data dilakukan menggunakan kuesioner. Teknis analisis data menggunakan analisis univariat dan bivariat dengan uji *chi square*. Hasil penelitian ini didapatkan bahwa tidak ada hubungan antara usia dengan kinerja sumber daya manusia Unit Rekam Medis di RSUD Tengku Rafi'an Kabupaten Siak ($p\ value=0,434$). Ada hubungan antara status pegawai ($p\ value=0,040$), tingkat pendidikan ($p\ value=0,008$), dan pengalaman kerja ($p\ value=0,014$) dengan kinerja sumber daya manusia Unit Rekam Medis di RSUD Tengku Rafi'an Kabupaten Siak.

Kata Kunci: Usia, Status Pegawai, Pendidikan, Pengalaman Kerja, Kinerja

ABSTRACT

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Tittle : *Relationship of Employee Characteristics on Human Resource Performance in Tengku Rafi'an Hospital's Medical Record Unit, Siak Regency*

The competence of an organization's human resources, both as people and as a group, is critical to its success. Human resources are a valuable asset to any company. As a result, firms that are knowledgeable and ready to progress must seek to develop their human resources in a long-term manner. As a result, in the Medical Record Unit of Tengku Rafi'an Hospital in Siak Regency, it is required to investigate the impact of employee characteristics on human resource performance. Quantitative research utilizing a survey research approach was used in this study. Tengku Rafi'an Regional General Hospital, Siak Regency, Riau, was the site of this study. This study took place at the medical record unit for human resources from October 2021 through the end of the year. This study had a population of 49 people and a sample size of 49 people. A questionnaire was used to gather information. Data analysis employing univariate and bivariate analysis, as well as the chi square. The findings of this study revealed that there was no link between age and the performance of human resources at Tengku Rafi'an Hospital in Siak Regency's Medical Record Unit (p value = 0.434). Employee status (p value = 0.040), education level (p value = 0.008), and work experience (p value = 0.014) are all related to the performance of human resources at Tengku Rafi'an Hospital's Medical Record Unit, Siak Regency.

Keywords: Age, Employee Status, Education, Work Experience, Performance