

**TRAINING NEEDS ANALYSIS**  
**WITH PERSON COMPETENCIES BASED ANALYSIS APPROACH**  
**AT THE MEDICAL RECORD INSTALLATION OF EAST JAVA HAJI**  
**HOSPITAL**  
**YEAR 2023**

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**ABSTRACT**

*Analysis of training needs is needed by all hospital employees. Training is the process of learning employees to start their work, training can be given at the beginning of entering work or when they want to occupy a new position in the company. The purpose of this study is to analyze training needs with a Person Competencies Based Analysis approach at the medical record installation of Haji Hospital, East Java Province. The research design is descriptive research with a Cross Sectional approach. The study sample was 21 medical record officers. The results of this study show that the competency gap between the type of training between standard competencies and the actual competencies of medical record officers include: Basic medical record management training, INA CBGS (coding) ICD 10 and ICD 9 training, statistical reporting training, training related to health data and information management, effective communication and excellent service and service quality training at health facilities. The conclusion of this study is that based on the results of the medical record officer training gap, the training should be used as a training program for medical record officers so that all medical record officers can meet competency standards in accordance with KMK No.HK.01.07/Menkes/1424/2022. The suggestion of this research is that in the preparation of training programs for East Java Haji Hospital employees, especially medical record officers, it should be in accordance with the analysis of training needs.*

***Keywords : Training Needs Analysis, Person Competencies Based Analysis, Medical Record Installation***

**ANALISIS KEBUTUHAN PELATIHAN  
DENGAN PENDEKATAN *PERSON COMPETENCIES BASED ANALYSIS*  
DI INSTALASI REKAM MEDIS RSUD HAJI PROVINSI JAWA TIMUR  
TAHUN 2023**

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**ABSTRAK**

Analisis kebutuhan pelatihan sangat dibutuhkan oleh seluruh karyawan rumah sakit. Pelatihan adalah proses pembelajaran karyawan untuk memulai pekerjaannya, pelatihan bisa saja diberikan pada saat awal masuk pekerjaan ataupun saat ingin menempati posisi baru pada perusahaan. Tujuan penelitian ini adalah menganalisis kebutuhan pelatihan dengan pendekatan *Person Competencies Based Analysis* di instalasi rekam medis RSUD Haji Provinsi Jawa Timur. Desain penelitian adalah penelitian deskriptif dengan pendekatan *Cross Sectional*. Sampel penelitian adalah 21 petugas rekam medis. Hasil penelitian ini menunjukkan bahwa kesenjangan kompetensi jenis pelatihan antara kompetensi standar dan kompetensi actual petugas rekam medis antara lain : pelatihan manajemen dasar rekam medis, pelatihan INA CBGS (coding) ICD 10 dan ICD 9, pelatihan pelaporan statistik, pelatihan terkait manajemen data dan informasi kesehatan, komunikasi efektif dan *service excellent* serta pelatihan mutu pelayanan di fasyankes. Kesimpulan penelitian ini adalah berdasarkan hasil kesenjangan pelatihan petugas rekam medik, sebaiknya pelatihan tersebut dapat dijadikan program pelatihan bagi petugas rekam medis agar seluruh petugas rekam medis dapat memenuhi standar kompetensi sesuai dengan KMK No.HK.01.07/Menkes/1424/2022. Saran penelitian ini adalah dalam penyusunan program pelatihan bagi pegawai RSUD Haji khususnya petugas rekam medis hendaknya sesuai dengan analisis kebutuhan pelatihan.

**Kata Kunci : Analisis Kebutuhan Pelatihan, *Person Competencies Based Analysis*, Instalasi Rekam Medis**