**ABSTRACT**

Medical recorder is a part of the hospital who plays significant role and gives important contributions for the hospital services. To be professional is a consequence of their competence. One of their duties is to input the data of disease code. Based on the data, it’s found many errors in entering the code, thus, I’m interested to do a research related with the performance of the medical recorder. To understand the performance of the medical recorder is done through competency-based performance appraisal. In this appraisal is to evaluate the work of the medical recorder and how they work. The aim of this research is to describe the competency-based performance appraisal from the medical recorder of RSU Haji Surabaya.

The focus of the competency-based performance appraisal is the competency itself. The competency is affected by knowledge, skill, motivation, self-concept and talent. The competency-based performance appraisal evaluates not only the organization’s objectives but also how the medical recorders achieve the set targets.

This research uses qualitative method, while the research is qualitative-descriptive. I use a depth-interview to get the informations. Based on the research, it’s found that the work of the medical recorders is not as expected. It’s affected by less knowledge, low motivated, less skilled and their self-concept. Talent is also influential of their work. Furthermore, the factors that affect the competency-based performance appraisal are manager, system, appraisal form and infrastructure the of the organization.

**Keywords:**
medical recorder, competency, competency-based performance appraisal
TESIS

PENILAIAN KINERJA BERBASIS KOMPETENSI PADA PEREKAM MEDIS...

RINI AMBARSARI