

## RESILIENCE QUESTIONNAIRE FOR THE USE OF *ELECTRONIC MEDICAL RECORD SYSTEM*

Questionnaire explanation: The Resilience variable was measured using the CD-RISC (Conor Davidson Resilience Scale) Questionnaire, The questionnaire consisted of 16 questions with the choice of answers "strongly agree (SA)" = 5, "agree (A)" = 4, "Neutral (N)" = 3, "disagree (D)" = 2, "strongly disagree (SD)" = 1. The lowest score is 16 and the highest score is 80. The higher the score, the higher the level of resilience

| No | Question  | SD | D | N | A | SA |
|----|---|----|---|---|---|----|
| 1  | I am actively looking for ways to overcome the challenges I face in the implementation of <i>the Electronic Medical Record System</i>                                       |    |   |   |   |    |
| 2  | I can handle anything that happens in the implementation of <i>the Electronic Medical Record System</i>   |    |   |   |   |    |
| 3  | I tend to be able to complete the Pelectronic Medical Record in the application of <i>the Electronic Medical Record System</i>  |    |   |   |   |    |
| 4  | I can improve in electronic medical records by handling difficult situations  |    |   |   |   |    |
| 5  | I see the challenge in implementing <i>the Electronic Medical Record System</i> as an opportunity to learn  |    |   |   |   |    |
| 6  | I was able to go through difficult times in the implementation of <i>the Electronic Medical Record System</i> because I have experience in overcoming similar things before |    |   |   |   |    |
| 7  | I am usually confident in doing things or tasks in the application of <i>the Electronic Medical Record System</i>   |    |   |   |   |    |
| 8  | I Can Adapt to Changes in the Implementation of <i>Electronic Medical Record Systems</i>  |    |   |   |   |    |
| 9  | I always learn from mistakes in filling in with <i>the Electronic Medical Record System</i>   |    |   |   |   |    |
| 10 | I am not easily discouraged when I experience a failure in the implementation of <i>the Electronic Medical Record System</i>  |    |   |   |   |    |
| 11 | I tend to be more enthusiastic about the problems in hospitals in the <i>Electronic Medical Record system than I am about avoiding them</i>                                 |    |   |   |   |    |
| 12 | I am an optimistic and hopeful individual in the development of <i>the Electronic Medical Record System</i>   |    |   |   |   |    |

| No | Question   | SD | D | N | A | SA |
|----|--|----|---|---|---|----|
| 13 | I don't give up easily when the application of <i>electronic medical records</i> is carried out                |    |   |   |   |    |
| 14 | I tend to be able to bounce back from stressful events in the application of <i>electronic medical records</i> |    |   |   |   |    |
| 15 | I am interested in dealing with and solving problems in the application of <i>Electronic Medical Record</i>    |    |   |   |   |    |
| 16 | I can see the humorous side of the problem of the application of <i>electronic medical records</i>             |    |   |   |   |    |

## LEADERSHIP QUESTIONNAIRE IN THE APPLICATION OF *ELECTRONIC MEDICAL RECORD*

Questionnaire Explanation: Leadership variables were measured using the Likert Scale questionnaire, the questionnaire consisted of 15 questions with the choice of answers "strongly agree (SA)" = 5, "agree (A)" = 4, "Neutral (N)" = 3, "disagree (D)" = 2, "strongly disagree (SD)" = 1. The lowest score is 15 and the highest score is 80. The higher the score, the higher the level of leadership (Appendix).

| No | Question  | SD | D | N | A | SA |
|----|---|----|---|---|---|----|
| 1  | The Head of Hospital Division can make good plans in implementing <i>the implementation of Electronic Medical Records</i>                               |    |   |   |   |    |
| 2  | The Head of Hospital Division can coordinate with his subordinates properly in the implementation of <i>Electronic Medical Records</i>                  |    |   |   |   |    |
| 3  | The Head of Hospital Division can regulate and direct subordinates in carrying out the task of implementing <i>the Electronic Medical Record System</i> |    |   |   |   |    |
| 4  | The Head of the Hospital Division can arrange and direct you in carrying out the task of implementing <i>the Electronic Medical Record System</i>       |    |   |   |   |    |
| 5  | The Head of Hospital Division Can Motivate His Subordinates in the Implementation of <i>Electronic Medical Records</i>                                  |    |   |   |   |    |
| 6  | The Head of Hospital Division always creates a team spirit in the implementation of   |    |   |   |   |    |
| 7  | The Head of Hospital Division can explain the duties and plans well in the implementation of <i>Electronic Medical Records</i>                          |    |   |   |   |    |
| 8  | The Head of Hospital Division always provides new information to employees about the implementation of <i>Electronic Medical Records</i>                |    |   |   |   |    |
| 9  | The Head of Hospital Affairs Always Conducts an Evaluation of the Feasibility of the Idea of Implementing <i>Electronic Medical Records</i>             |    |   |   |   |    |

| No | Question  | SD | D | N | A | SA |
|----|---|----|---|---|---|----|
| 10 | The Head of Hospital Division always evaluates employee performance in the implementation of <i>the Electronic Medical Record System</i>                        |    |   |   |   |    |
| 11 | The Head of Hospital Affairs said that he trusts his employees in the application of <i>Electronic Medical Records</i>  |    |   |   |   |    |
| 12 | The Head of Hospital Division can delegate authority well in the implementation of <i>the Electronic Medical Record System</i>                                  |    |   |   |   |    |
| 13 | The Head of the Hospital Division appreciated and praised the employees who performed well in the implementation of <i>the Electronic Medical Record System</i> |    |   |   |   |    |
| 14 | The Head of Hospital Division can create a conducive working atmosphere   |    |   |   |   |    |
| 15 | Sometimes the head of the hospital field seems unsure of himself in the application of <i>electronic medical records</i>  |    |   |   |   |    |

**COMMITMENT QUESTIONNAIRE IN THE IMPLEMENTATION OF  
*ELECTRONIC MEDICAL RECORD SYSTEM***

Questionnaire Explanation: The Commitment Variable was measured using the Likert Scale questionnaire, The questionnaire consisted of 15 questions with answer choice items "strongly agree (SA)" = 5, "agree (A)" = 4, "Neutral (N)" = 3, "disagree (D)" = 2, "strongly disagree (DS)" = 1. The lowest score is 15 and the highest score is 75. The higher the score, the higher the level of commitment

| No | Question   | SD | D | N | A | SA |
|----|--|----|---|---|---|----|
| 1  | I am willing to make the extraordinary effort that is normally expected to help the successful implementation of <i>the Electronic Medical Record System</i> |    |   |   |   |    |
| 2  | I told my colleagues that this is a great application of <i>the Electronic Medical Record</i> system as a Workplace.   |    |   |   |   |    |
| 3  | I Support the Implementation of <i>the Electronic Medical Record System</i>  |    |   |   |   |    |
| 4  | I accept almost all types of work tasks in the application of <i>the Electronic Medical Record System</i> so that I can continue to work                     |    |   |   |   |    |
| 5  | I realized that my grades in the work of implementing <i>the Electronic Medical Record System</i> are very similar to this hospital                          |    |   |   |   |    |
| 6  | I am proud to say that the changes in the implementation of <i>the Electronic Medical Record System</i> are very developed                                   |    |   |   |   |    |
| 7  | I will be very happy to spend the rest of my career  |    |   |   |   |    |
| 8  | This hospital really inspires me the best for my performance in the application of <i>Electronic Medical Record</i>  |    |   |   |   |    |
| 9  | The changes made by the hospital regarding the implementation of <i>the Electronic Medical Record</i> system made me leave the hospital                      |    |   |   |   |    |
| 10 | I am very happy that I chose this hospital as my workplace and not other hospitals when I decided to join forever  |    |   |   |   |    |
| 11 | I am very happy in completing the work of implementing <i>Electronic Medical Record</i>  |    |   |   |   |    |
| 12 | I have a hard time agreeing with the policy of implementing <i>Electronic Medical Records</i>  |    |   |   |   |    |
| 13 | I really care about the continuity of the implementation of <i>the Electronic Medical Record</i>   |    |   |   |   |    |

| No | Question   | SD | D | N | A | SA |
|----|--|----|---|---|---|----|
|    | <i>System</i>  |    |   |   |   |    |
| 14 | For me, my workplace is the best home in the application of <i>the Electronic Medical Record System</i>                  |    |   |   |   |    |
| 15 | I feel that the problem faced by hospitals in the implementation of <i>electronic medical records</i> is also my problem |    |   |   |   |    |