

Analisis beban kerja untuk menentukan kebutuhan tenaga perawat dengan metode Workload Indicators of Staffing Need (WISN) di Instalasi Rawat Inap Flamboyan Rumah Sakit Tugu Ibu tahun 2012 = Workload analysis to determine the needs of nursing staff with Workload Indicators of Staffing Needs (WISN) at Tugu Ibu Hospital Flamboyan Ward year 2012

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Abstrak

Keberhasilan kualitas pelayanan keperawatan sangat berhubungan dengan terpenuhi atau tidaknya rangkaian kegiatan pelayanan keperawatan yang merupakan beban kerja perawat. Beban kerja perawat tersebut adalah jumlah seluruh kegiatan yang dilaksanakan perawat dalam waktu dan satuan hasil. Tesis ini bertujuan menganalisis beban kerja untuk menentukan kebutuhan tenaga perawat dan mendapatkan gambaran strategi bagi manajemen dalam memenuhi kesenjangan beban kerja yang ada di Rumah Sakit Tugu Ibu. Metode penelitian yang digunakan adalah kuantitatif secara cross-sectional pada perawat ruang rawat inap kelas III Flamboyan. Observasi kegiatan perawat dilakukan dengan metode work sampling dan kebutuhan tenaga perawat dihitung dengan menggunakan metode Workload Indicators Of Staffing Need (WISN).

Berdasarkan hasil penelitian diketahui kegiatan produktif langsung perawat adalah sebesar 29,34% dan kegiatan produktif tidak langsung perawat mencapai 54,86%. Perhitungan kebutuhan tenaga perawat berdasarkan beban kerja diperoleh 24,43 tenaga perawat dengan rasio WISN 0,82. Hasil penelitian menyarankan bagi manajemen Rumah Sakit Tugu Ibu untuk mempertimbangkan beban kerja perawat sebagai acuan dalam menentukan kebutuhan tenaga perawat dan diperlukan evaluasi terhadap uraian tugas perawat agar waktu kerja yang ada lebih efektif pemanfaatannya sesuai dengan fungsi utama perawat.

.....The success of nursing service quality has high correlation with the adequacy of nursing service activities which is the nurse workload. The nurse workload is the total of all conducted activities in certain time with the result as unit of measure. This thesis is aimed to analyse the workload to determine the needs of nursing staff and to obtain the strategy which is required by the management to fulfill the workload gaps at Tugu Ibu Hospital. The research method used was cross-sectional quantitative to the nurses at Class III Flamboyan Ward. Observation of the nurses activities were done by work sampling method and the needs to nursing staff was calculated with Workload Indicators Of Staffing Need (WISN) method.

Based on the research, it was known that the nurses direct productive activities is 29,34% and nurses indirect productive activities is as high as 54,86%. Calculation of the needs on nursing staff based on workload resulted of 24,34 nurses with WISN ration of 0,82. From the research, it is recommended that TuguIbu Hospital management to consider nurse workload as reference in determining the needs of nursing staff, and evaluation is needed to the nurse job description, to be effective in time management according to the main function of a nurse.