

Analisis kebutuhan Tenaga Kesehatan berdasarkan perhitungan WISN di Puskesmas Sei.Jang Kecamatan Bukit Bestari Kota Tanjungpinang Tahun 2013 = Health Workforce needs analysis calculation based on WISN in Puskesmas Sei.Jang Tanjungpinang on 2013.

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Abstrak

[Sumber daya manusia merupakan salah satu input terpenting dalam sebuah organisasi, tidak terkecuali dengan pelayanan kesehatan Puskesmas, dibutuhkan perencanaan kebutuhan SDM yang sesuai agar pelayanan terhadap masyarakat dapat terpenuhi. Penelitian ini dilakukan di Puskesmas Sei.Jang Kota Tanjungpinang yang bertujuan untuk mendapatkan jumlah tenaga kesehatan yang ideal dengan menggunakan perhitungan beban kerja berdasarkan Metode perhitungan Work Load Indicator Staff Need (WISN). Desain penelitiannya kualitatif dan gambarnya secara deskriptif analitik. Informasi pada penelitian melalui data primer dan data sekunder serta pengumpulan informasi dengan wawancara mendalam dan observasi langsung. Hasil penelitian menunjukkan tenaga yang ada saat ini melebihi dari kebutuhan yang sebenarnya, dikarenakan beban kerja yang terlalu kecil pada beberapa unit tertentu, selain itu ditemukan penempatan tenaga yang tidak sesuai dengan kualifikasi pendidikan; Human resources is one important input in an organization, no exception in the service in health. So it is with health services, health center fully needed planning needs human resources corresponding to the service for people to be fulfilled. The study is done in puskesmas sei.jang Tanjungpinangcity which aims to get the number paramedics who an ideal used calculation burden work based on methods of calculation work load indicator staff need (WISN). Design his research qualitative and his depiction in deskriptif analytic. Information to research through primary data and scunday and gathering information by interview and observation. The result showed exertion are currently exceed the needs that actually, because the burden work too small on some certain units, besides found for workers is not appropriate with qualifying education., Human resources is one important input in an organization, no exception in the service in health. So it is with health services, health center fully needed planning needs human resources corresponding to the service for people to be fulfilled. The study is done in puskesmas sei.jang Tanjungpinangcity which aims to get the number paramedics who an ideal used calculation burden work based on methods of calculation work load indicator staff need (WISN). Design his research qualitative and his depiction in deskriptif analytic. Information to research through primary data and scunday and gathering information by interview and observation. The result showed exertion are currently exceed the needs that

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