

# Analisis kebutuhan tenaga perawat pelaksana dengan metode workload indicator staff need (WISN) di ruang rawat inap flamboyan Krakatau Medika Hospital tahun 2014 = Analysis of the need of human resource of practical nurse based on workload indicator staff need (WISN) in flamboyan room of Krakatau Medika Hospital in 2014

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## Abstrak

Sebesar 60% karyawan Krakatau Medika Hospital adalah perawat. Fokus utamanya adalah pelayanan perawatan kelas menengah atas, sehingga penelitian dilakukan di Ruang Flamboyan. Adanya keluhan perawat pelaksana mengenai beban kerja dan merasa kekurangan tenaga, diperlukan analisis kebutuhan tenaga berdasarkan beban kerja nyata dengan menggunakan metode Workload Indicator Staff Need (WISN). Hasil perhitungan didapatkan masih kekurangan 3 orang. Namun, perawat juga melakukan beberapa tugas pramuwaluya. Jika RS mengeluarkan tugas tersebut, maka kekurangan 1 perawat pelaksana dengan menambah 2 pramuwaluya. Dengan demikian, diharapkan perubahan uraian tugas, menambah tenaga, melibatkan kepala ruangan dalam perencanaan kebutuhan tenaga tahunan, dan menggunakan WISN di unit lain.

.....Total nurses in Krakatau Medika Hospital are 60%. The main focus is on care services for upper-middle class, so the study was conducted in Flamboyan Room. One of human resources planning method based on workload is Workload Indicator Staff Need (WISN). Based on calculation, there is under staffing 3 people. There are some tasks of pramuwaluya done by nurses. If hospital put out these tasks, 1 practical nurse and 2 pramuwaluya are needed. Thus, researcher suggested to changing job description, addition staff, involve head room in planning the need of human resources annual, and using WISN method in other units.