

## Gambaran beban kerja pegawai di Unit SDM pada Rumah Sakit X tahun 2015 = HRD workload description at X Hospital in 2015

Nadia Lissyahadah, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20421882&lokasi=lokal>

---

### Abstrak

[Penelitian ini membahas mengenai gambaran beban kerja pegawai di Unit SDM pada RS X. Tujuan dari penelitian ini adalah melihat gambaran beban kerja pegawai di Unit SDM apakah sudah sesuai standar atau belum. Pendekatan yang dilakukan dalam penelitian ini adalah kualitatif dengan analisis deskriptif. Pengambilan data dilakukan dengan metode work sampling oleh kedua informan dimana pelaksana pengamatan mencatat seluruh kegiatan kedua informan tersebut selama jam kerja selama bergantian dengan interval waktu 5 (lima) menit. Untuk menjaga validitas data, peneliti melakukan triangulasi sumber dan triangulasi metode.

Pengamatan dilakukan selama 7 (tujuh) hari mulai pukul 08.00-17.00 WIB dengan waktu istirahat 12.00-13.00 WIB. Setelah mengolah hasil pengamatan, didapatkan bahwa beban kerja pada pegawai Unit SDM di RS X mengalami kelebihan (over capacity) dimana beban kerja pada Unit SDM mencapai persentase 83,93% dimana standar beban kerja optimum hanya 80%. Peneliti kemudian melakukan perhitungan kebutuhan pegawai dengan metode WISN yang kemudian didapatkan hasilnya adalah Unit SDM membutuhkan 3 pegawai dimana saat ini pegawai SDM hanya berjumlah 2.

.....This study examines HRD workload description at X Hospital. The goal of this study is to know the description of HRD workload whether it is compliant or not. The research adopts kualitatif with descriptive analysis methodology. Data collected by using work sampling method to both informants. Work sampling method conducted by recording all activities from both informant during office hours with 5 (five) minutes interval each. To establish the validity of data, the researcher conducted triangulation of data sources and triangulation method.

Observations were made during 7 (seven) days starting at 8:00 am to 5:00 pm with time off around 12:00 to 1:00 pm. After processing the results of the observation, it was found that the workload on the employees in the HRD at X Hospital run into over capacity. In this category, the workload on the employees in the HRD reached 83.93% where the optimum standard of workload is only 80%. Researcher conducted an anlysis of the needs of employees with WISN Method, and the result is the optimal amount of energy needs in HRD as many as 3 people. HRD has deficiency staff because amount of employee of the HRD are 2 people.;This study examines HRD workload description at X Hospital. The goal of this study is to know the description of HRD workload whether it is compliant or not. The research adopts kualitatif with descriptive analysis methodology. Data collected by using work sampling method to both informants. Work sampling method conducted by recording all activities from both informant during office hours with 5 (five) minutes interval each. To establish the validity of data, the researcher conducted triangulation of data sources and triangulation method.

Observations were made during 7 (seven) days starting at 8:00 am to 5:00 pm with time off around 12:00 to 1:00 pm. After processing the results of the observation, it was found that the workload on the employees in the HRD at X Hopital run into over capacity. In this category, the workload on the employees in the HRD

reached 83.93% where the optimum standard of workload is only 80%. Researcher conducted an analysis of the needs of employees with WISN Method, and the result is the optimal amount of energy needs in HRD as many as 3 people. HRD has deficiency staff because amount of employee of the HRD are 2 people., This study examines HRD workload description at X Hospital. The goal of this study is to know the description of HRD workload whether it is compliant or not. The research adopts kualitatif with descriptive analysis methodology. Data collected by using work sampling method to both informants. Work sampling method conducted by recording all activities from both informant during office hours with 5 (five) minutes interval each. To establish the validity of data, the researcher conducted triangulation of data sources and triangulation method.

Observations were made during 7 (seven) days starting at 8:00 am to 5:00 pm with time off around 12:00 to 1:00 pm. After processing the results of the observation, it was found that the workload on the employees in the HRD at X Hopital run into over capacity. In this category, the workload on the employees in the HRD reached 83.93% where the optimum standard of workload is only 80%. Researcher conducted an analysis of the needs of employees with WISN Method, and the result is the optimal amount of energy needs in HRD as many as 3 people. HRD has deficiency staff because amount of employee of the HRD are 2 people.]