

Analisis kebutuhan dokter spesialis pelayanan medik spesialis dasar berdasarkan beban kerja di RSUD Petala Bumi 2019 = Analysis of needs of basic specialist medical services doctors based on workload at RSUD Petala Bumi 2019

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Abstrak

ABSTRAK

Situasi ketenagaan Dokter Spesialis Pelayanan Medik Spesialis Dasar di RSUD Petala Bumi mengalami kesenjangan, sehingga terdapat keluhan baik dari pasien karena pembatasan pelayanan, keluhan dari dokter karena beban kerja yang banyak, dan adanya konflik antara manajemen dan dokter. Sehingga diperlukan analisis kebutuhan dokter spesialis pelayanan medik spesialis dasar berdasarkan beban kerja. Metode penelitian yang digunakan adalah penelitian gabungan kualitatif dan kuantitatif (mixed methods), yang menghasilkan data kualitatif berupa aktifitas yang dilakukan oleh dokter spesialis, serta menghasilkan data kuantitatif berupa perhitungan kebutuhan jumlah tenaga. Aktifitas dokter dicatat menggunakan teknik time motion study, perhitungan kebutuhan jumlah tenaga dokter menggunakan metode Analisis Beban Kerja Kesehatan (ABK Kes). Hasil penelitian menunjukkan bahwa jumlah kebutuhan tenaga dokter spesialis pelayanan medik spesialis dasar berdasarkan beban kerja di RSUD Petala Bumi masing-masing adalah 4 orang untuk dokter spesialis penyakit dalam, 3 orang untuk dokter spesialis anak, 2 orang untuk dokter spesialis obstetri ginekologi dan 3 orang untuk dokter spesialis bedah. Sebagai kesimpulan penelitian ini adalah perbandingan situasi ketenagaan dan jumlah kebutuhan dokter spesialis pelayanan medik spesialis dasar di RSUD Petala Bumi mengalami kesenjangan berupa kekurangan tenaga pada Dokter Spesialis Penyakit Dalam, Dokter Spesialis Anak, dan Dokter Spesialis Bedah, serta kelebihan tenaga pada Dokter Spesialis Obstetri Ginekologi.

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ABSTRACT

The situation of the staff of the Basic Specialist Medical Services Doctors in RSUD Petala Bumi experienced a gap, so that there were complaints from both patients due to service restrictions, complaints from doctors because of the large workload, and the existence of conflicts between management and doctors. So that it is necessary to analyze the needs of basic specialist medical service doctors based on workload. The research method used is a combination of qualitative and quantitative research (mixed methods), which produces qualitative data in the form of activities carried out by specialist doctors, and produces quantitative data in the form of calculation of the amount of needed. Doctor activities are recorded using a time motion study technique, calculation of the need for the number of doctors using the Health Workload Analysis method. The results showed that the number of basic medical specialist services doctors based on workload in Petala Bumi Hospital was 4 people for internal medicine specialists, 3 for pediatricians, 2 for gynecology obstetricians and 3 for surgeon. In conclusion, the comparison of the workforce situation and the number of needs of basic specialist medical service doctors in Petala Bumi Hospital experiencing gaps in the form of lack of needs for internal medicine specialists, pediatricians and surgeon, excess needs for gynecological obstetricians.