

# Analisis Kebutuhan Tenaga Perawat dengan Metode Workload Indicator Staff Needed (WISN) di Ruang Rawat Inap Rumah Sakit X = Analysis of the Need for Nurses with the Workload Indicator Staff Needed (WISN) Method in the Inpatient Room of X Hospital

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## Abstrak

Perawat memiliki kegiatan yang sangat bervariasi selama bekerja. Kegiatan yang banyak perlu diimbangi dengan jumlah tenaga perawat yang memadai. Jumlah perawat yang tidak sesuai dapat meningkatkan beban kerja, menurunkan kualitas layanan keperawatan, dan menurunkan kinerja rumah sakit. Penelitian ini bertujuan untuk menganalisis kebutuhan tenaga perawat di salah satu ruang rawat inap Rumah Sakit X menggunakan metode *Workload Indicator Staff Needed* (WISN). Penelitian ini menggunakan teknik deskriptif analitik untuk mengobservasi kegiatan perawat menggunakan metode *work sampling*. Sampel pada penelitian ini yaitu kegiatan yang dilakukan perawat selama *shift*. Pengambilan data pada penelitian ini dilakukan pada *shift* pagi, sore, dan malam dengan total 119 sampel. Penetapan waktu pengamatan kegiatan menggunakan teknik *random sampling* dengan interval waktu 5 menit. Hasil penelitian menunjukkan kebutuhan perawat di salah satu ruang rawat inap RS X menggunakan metode WISN didapatkan hasil 17,28 perawat dengan rasio WISN sebesar  $0,75 < 1$ . Ruang tersebut mengalami kekurangan tenaga dengan persentase jumlah perawat tersedia sebesar 75% dari total kebutuhan. Dibutuhkan tambahan tenaga perawat sebanyak 4,28 5 perawat. Manajemen Keperawatan dapat mengevaluasi kebutuhan tenaga perawat.

.....Nurses have very varied activities during work. Many activities need to be balanced with an adequate number of nurses. An inappropriate number of nurses can increase workload, reduce the quality of nursing services, and reduce hospital performance. This study aims to analyze the workload of nurses in one of the inpatient rooms of Hospital X using the *Workload Indicator Staff Needed* (WISN) method. This study used a descriptive analytic technique to observe the activities of nurses using the *work sampling* method. The sample in this study is the activities carried out by nurses during shifts. Data collection in this study was carried out in the morning, evening and night shifts with a total of 119 samples activities. Determination of the time of observation of activities using *random sampling* techniques with an interval of 5 minutes. The results showed that the need for nurses in one of the inpatient rooms of Hospital X using the WISN method resulted in 17.28 nurses with a WISN ratio of  $0.75 < 1$ . The room experienced a shortage of staff with the presentation of the number of nurses available at 75% of the total need. Additional nurses are needed as many as 4.28 5 nurses. Nursing Management can evaluating of the needs of nurses.