

Analisis Kebutuhan Tenaga dengan Metode Workload Indicator of Staffing Need (WISN) di Sub unit Comprehensive Diagnostic Center dan Medical Assistant RS. Jakarta Eye Center Kedoya Tahun 2013 = Needs Analysis of Staff Based on Workload Indicators of Staffing Need in Comprehensive Diagnostic Center and Medical Assistant Unit in Jakarta Eye Center Kedoya 2013

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Abstrak

Skripsi ini membahas mengenai analisis kebutuhan tenaga di Sub unit Comprehensive Diagnostic Center dan Medical Assistant RS. Jakarta Eye Center Kedoya Tahun 2013 dengan Metode Workload Indicator of Staffing Need (WISN). Metode ini digunakan untuk menghitung jumlah optimal tenaga berdasarkan beban kerja pegawai. Penelitian ini merupakan penelitian kualitatif dengan observasi, focus group discussion, wawancara mendalam, dan telaah dokumen ketenagaan. Pengumpulan data primer dilakukan dengan observasi, FGD dan wawancara mendalam terhadap 3 staf CDC dan 10 staf Medical Assistant di RS Jakarta Eye Center Kedoya .

Dari pengamatan pola waktu penggunaan kegiatan staf berdasarkan wawancara mendalam dan penghitungan berdasarkan Metode WISN, diperoleh hasil bahwa diunit Comprehensive Diagnostic Center jumlah kebutuhan tenaganya adalah 4 orang dan jumlah saat ini adalah 3 orang. Sedangkan untuk Sub unit Medical Assistant jumlah kebutuhan tenaganya adalah 18 orang, dan keadaan saat adalah 17 orang.

.....This paper discusses the analysis of Manpower Needs in Comprehensive Diagnostic Center and Medical Assistant unit of the Jakarta Eye Center Kedoya hospital in 2013 with the Workload Indicator of Staffing Need method. This method is used to calculate the optimal amount of labor based on employees workload. This study is a qualitative study with the observation, focus group discussion, indepth interview and document reviews. Primary data was collected by FGD and indepth interview method to 3 of Comprehensive Diagnostic Center Staff and 10 of Medical Assistant Staff in Jakarta Eye Center Kedoya hospital 2013.

From the observation of staff activity pattern with indepthinterview and Workload Indicator of Staffing Need method was collected data that number of staffing need in Comprehensive Diagnostic Center is 4 people and number of staff present is 3 people. In Medical Assistant unit number of staffing need is 18 people and number of staff present is 17 people.