

Analisis Beban Kerja dan Perencanaan Perawat di Ruang Rawat Inap Bugenvil RSUP Dr. Johannes Leimena Ambon Tahun 2024 = Workload Analysis and Nurse Staffing Planning in the Bugenvil Inpatient Ward of RSUP Dr. Johannes Leimena Ambon in 2024

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Abstrak

Ketidakseimbangan jumlah tenaga perawat dengan kebutuhan ideal di ruang rawat inap menjadi isu utama dalam manajemen rumah sakit, khususnya di RSUP Dr. Johannes Leimena Ambon. Penelitian ini bertujuan untuk menganalisis beban kerja perawat menggunakan metode Identifikasi Produk Unit dan membandingkan perencanaan tenaga dengan metode Ilyas, WISN, dan Douglass. Beban kerja perawat dihitung berdasarkan kategori pasien, yaitu perawatan minimal (2,85 jam), perawatan parsial (69,42 jam), dan perawatan total (16,17 jam), dengan total beban kerja harian sebesar 3,465 jam. Metode Ilyas menghasilkan 18 tenaga perawat, cocok dengan jumlah aktual di ruang Bugenvil. Metode WISN menghasilkan 25 perawat, sehingga dibutuhkan penambahan 7 tenaga perawat. Sedangkan, metode Douglass menghasilkan 14 perawat, yang artinya perlu pengurangan 4 tenaga perawat. Kesimpulan penelitian ini metode Ilyas adalah pilihan terbaik untuk perencanaan tenaga kerja di ruang rawat inap Bugenvil karena unggul dari segi akurasi dan efektifitas. Metode ini menyeimbangkan antara kualitas pelayanan dan efisiensi anggaran sehingga RS dapat survive menghadapi monopoli pasar BPJS. Penelitian ini merekomendasikan penerapan metode Ilyas sebagai standar nasional untuk perencanaan tenaga perawat di Indonesia baik rumah sakit pemerintah maupun rumah sakit swasta.

.....The imbalance between the number of nurses and the ideal requirements in inpatient wards is a critical issue in hospital management, particularly at RSUP Dr. Johannes Leimena Ambon. This study aims to analyze the workload of nurses using the Unit Product Identification method and compare workforce planning using the Ilyas, WISN, and Douglass methods. Nurse workload was calculated based on patient categories: minimal care (2.85 hours), partial care (69.42 hours), and total care (16.17 hours), resulting in a total daily workload of 3,465 hours. The Ilyas method determined a need for 18 nurses, aligning with the actual number in the Bugenvil ward. The WISN method indicated a requirement of 25 nurses, suggesting an additional 7 nurses are needed. Meanwhile, the Douglass method identified a need for 14 nurses, implying a reduction of 4 nurses. The study concludes that the Ilyas method is the optimal choice for workforce planning in the Bugenvil inpatient ward due to its accuracy and effectiveness. This method strikes a balance between service quality and budget efficiency, enabling the hospital to remain sustainable amidst the BPJS market monopoly. This study recommends adopting the Ilyas method as a national standard for nurse workforce planning in both public and private hospitals across Indonesia.