ANALISIS KEBUTUHAN TENAGA PERAWAT DENGAN METODE *WORKLOAD INDICATOR STAFFING NEED* (WISN) DI RUANG RAWAT INAP RSUD PASAR MINGGU JAKARTA SELATAN

Khoirun Nisa

Abstrak

Kurangnya jumlah tenaga perawat, dapat mempengaruhi beban kerja perawat. Beban kerja berlebih berdampak terhadap penurunan tingkat kesehatan perawat, kualitas pelayanan asuhan keperawatan, dan kegagalan tindakan pertolongan kepada pasien. Penelitian ini dilakukan untuk menganalisis kebutuhan tenaga perawat di ruang rawat inap RSUD Pasar Minggu dengan metode *Workload Indiator Staff Need* (WISN). Penelitian ini menggunakan desain penelitian dengan rancangan deskriptif kualitatif dengan model studi kasus. Teknik yang digunakan dalam penelitian ini adalah teknik observasi menggunakan lembar *work sampling*, wawancara, dan telaah dokumen. Narasumber pada penelitian ini berjumlah 15 orang perawat di ruang Alamanda RSUD Pasar Minggu. Hasil penelitian menunjukkan bahwa besar beban kerja di ruang rawat inap Alamanda sebesar 88,31%, maka beban kerja perawat tergolong berat. Hasil perhitungan kebutuhan tenaga perawat di ruang rawat inap Alamanda menggunakan metode WISN menunjukkan total kebutuhan tenaga perawat berjumlah 38 orang perawat, maka jumlah perawat yang ada saat ini masih belum mencukupi. Kesimpulan penelitian ini ialah jumlah perawat di ruang Alamanda RSUD Pasar Minggu perlu ditambah 11 orang perawat. Diharapkan hasil penelitian ini dapat menjadi bahan referensi bagi tim manajemen rumah sakit agar menambah jumlah tenaga perawat guna meningkatkan kualitas pelayanan asuhan keperawatan.

Kata Kunci : Beban Kerja, Perawat, *Work Sampling*, WISN

ANALYSIS OF NURSING NEEDS IN INPATIENT ROOM WITH WORKLOAD INDICATOR STAFFING NEED METHOD (WISN) OF REGION PUBLIC HOSPITAL PASAR MINGGU JAKARTA SELATAN

Khoirun Nisa

Abstract

Lack of nurses can effect the workload of nurses. Excessive workload has an impact on the decresae in the level of health of nurses, the quality of nursing care services, and the failure of relief measures to patients. This study was conducted to analyze the needs of nurses in the inpatient room at Pasar Minggu Hospital by using the WISN method. This study uses a research design with a qualitative descriptive design with a case study model. The technique is the observation with work sampling sheets, interviews, and document review. The speakers were 15 nurses in Alamanda Room at Pasar Minggu Hospital. The results showed that the workload in Alamanda room was 88.31%, so the workload of nurses was quite heavy. The results of the calculation of the needs of nurses in the Alamanda room showed that the total needs of nurses were 38 nurses, so the number of nurses currently available was still insufficient. The conclusion of this study is that the number of nurses in Alamanda at Pasar Minggu Hospital need to add 11 nurses. It is expected that the results of this study can be a reference material for the hospital management team to increase the number of nurses to improve the quality of nursing care services.

Keywords: Nurse, WISN, Workload, Work Sampling