

# **ANALISIS KEBUTUHAN TENAGA KEPERAWATAN BERDASARKAN METODE ANALISIS BEBAN KERJA KESEHATAN DI INSTALASI GAWAT DARURAT RUMAH SAKIT DR. SUYOTO TAHUN 2024**

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## **Abstrak**

Peningkatan kualitas pelayanan kesehatan dipengaruhi oleh SDM Kesehatan. Kecukupan SDM Kesehatan akan mempengaruhi produktivitas kerja dan tercapainya keseimbangan antara jumlah pasien dan tenaga, sehingga terwujud kondisi kerja yang efisien dan produktif. Kurangnya SDM Kesehatan dapat mempengaruhi lamanya waktu tunggu pasien mendapatkan pelayanan dan berdampak terhadap tingginya beban kerja SDM Kesehatan di rumah sakit. Perencanaan kebutuhan SDM Kesehatan dapat dihitung berdasarkan metode Analisis Beban Kerja (ABK) Kesehatan. Tujuan penelitian ini adalah untuk menganalisis jumlah kebutuhan tenaga perawat di Instalasi Gawat Darurat Rumah Sakit dr. Suyoto. Penelitian ini merupakan jenis penelitian deskriptif kuantitatif berdasarkan metode analisis beban kerja kesehatan. Hasil perhitungan dengan metode analisis beban kerja kesehatan didapatkan jumlah kebutuhan perawat di Instalasi Gawat Darurat Rumah Sakit dr. Suyoto adalah sebanyak 45 perawat, sedangkan yang tersedia saat ini hanya 39 perawat. Hal tersebut menunjukkan masih terdapat kekurangan 6 perawat. Berdasarkan hasil penelitian, dapat dijadikan sebagai bahan pertimbangan bagi Rumah Sakit dr. Suyoto untuk melakukan penambahan tenaga perawat di instalasi gawat darurat sehingga kualitas pelayanan dapat meningkat.

**Kata kunci:** Analisis Beban Kerja Kesehatan, Perawat, Rumah Sakit, SDMK

**ANALYSIS OF NURSING STAFFING NEEDS  
BASED ON THE WORKLOAD ANALYSIS METHOD  
HEALTH IN THE EMERGENCY DEPARTMENT  
DR. SUYOTO HOSPITAL IN 2024**

**Shifa Aulia Maghfiroh**

**Abstract**

Improving the quality of health services is influenced by health human resources. The adequacy of HRH will affect work productivity and the achievement of a balance between the number of patients and personnel, so as to realize efficient and productive working conditions. Lack of HRH can affect the length of time patients wait to get services and have an impact on the high workload of HRH in hospitals. The Health Workload Analysis (ABK) method can calculate HRH needs. The purpose of this study was to analyze the number of nurses needed in the Emergency Department of dr. Suyoto Hospital. This research is a type of quantitative descriptive research based on the health workload analysis method. The results of calculations using the health workload analysis method found that the number of nurses needed in the Emergency Department of dr. Suyoto Hospital was 45 nurses, while only 39 nurses were currently available. This shows that there is still a shortage of 6 nurses. Based on the results of the study, it can be used as a consideration for dr. Suyoto Hospital to increase the number of nurses in the emergency department so that the quality of service can be improved.

**Keywords:** Health Workload Analysis, Nurse, Hospital, HRH