

**KEBUTUHAN TENAGA PERAWAT  
RUANG RAWAT INAP ANAK KENARI  
BERDASARKAN ANALISIS BEBAN KERJA DENGAN  
METODE *WORKLOAD INDICATORS OF STAFFING NEED*  
DI RS DR. BRATANATA JAMBI TAHUN 2017**

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**Abstrak**

Beban kerja perawat merupakan salah satu faktor yang mempengaruhi kebutuhan jumlah tenaga perawat. Beban kerja yang besar harus diimbangi dengan kesesuaian jumlah perawat. Penelitian bertujuan untuk menganalisis jumlah kebutuhan tenaga perawat sesuai dengan beban kerjanya menggunakan rumus WISN di Ruang Inap Anak Kenari RS Dr. Bratanata Jambi tahun 2017. Penelitian bersifat deskriptif dengan teknik *total sampling*. Data dikumpulkan melalui observasi, wawancara, pengisian kuesioner DASS, dan telaah dokumen. Sampel penelitian berjumlah 31 orang. Hasil penelitian menunjukkan 96,77% lulusan DIII keperawatan dan perempuan; 74,19% berusia 26-35 tahun; 90,32% masa kerja  $\leq$  20 tahun; 80,65% tenaga honor. Hasil observasi menunjukkan aktivitas keperawatan tidak langsung 50,68% sementara kegiatan keperawatan langsung 30,80%. Analisis stres kerja menunjukkan 25,81% mengalami stres kerja ringan dan 74,19% normal. Total waktu produktif *shift* pagi dan sore adalah 90,80% dan 83,42% sehingga beban kerja tergolong tinggi. Hasil perhitungan waktu kerja tersedia adalah 122.880 menit setahun, standar beban kerja adalah 674.365,20, dan standar kelonggaran adalah 1,55. Dengan menggunakan rumus WISN, jumlah tenaga perawat yang dibutuhkan adalah 38 sementara saat dilakukan penelitian jumlah perawat hanya 31. Sehingga, hasil penelitian ini menyatakan bahwa Ruang Inap Kenari mengalami kekurangan 7 tenaga perawat. Hal tersebut dapat menurunkan kualitas pelayanan kesehatan. Diharapkan manajer RS mengevaluasi dan melakukan penambahan untuk menghindari ketidakseimbangan.

**Kata kunci :** *Workload Indicators of Staffing Need, workload, analisis beban kerja, perawat*

**THE NURSING STAFF REQUIREMENT CALCULATION  
FOR KENARI CHILDREN'S INPATIENT UNIT  
BASED ON NURSING WORKLOAD APPLYING  
WORKLOAD INDICATORS OF STAFFING NEED METHOD  
AT DR. BRATANATA JAMBI HOSPITAL PERIOD 2017**

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**Abstract**

The nursing workload is one of the factors which affects the amount of nursing staff requirement. A heavier nursing workload should be balanced by a greater number of nursing personnels. The study aimed to analyze the amount of the need of nurses based on nursing wokload applying WISN method for Kenari Children's Inpatient Unit at Dr. Bratanata Jambi Hospital period 2017. This type of research was descriptive study with total sampling technique. Data were collected by observing, interviewing, filling out the DASS questionnaire, and documents studying. The samples were 31 nurses. The results showed 96,77% held associate degree and were women; 74,19% were 26-35 years old; 90,32% had  $\leq 20$  years of work experience; 80,65% were honorary staff. The observation results showed indirect nursing activity was 50,68% and direct nursing activity was 30,80%. Work stress analysis showed 25,81% had mild work stress while 74,19% were normal. The total of work productive time of morning and mid-day shift were 90,80% and 83,42% and were considered as heavy nursing workloads. The working hours of the nurses were 122.880 minutes per year, total activity standard was 674.365,20 and the flexibility standard was 1,55. By using WISN method, the finding of this study showed that it needed 38 nurses while there were only 31 when the research was done. Therefore, this study concluded there were lack of 7 nurses in Kenari Inpatient Unit. It could enervate health service quality. Hopefully, the hospital manager will evaluate and supply additional nurses to avoid imbalance.

**Keywords :** Workload Indicators of Staffing Need, workload, workload analysis, nurses