

**ANALISIS KEBUTUHAN TENAGA KEPERAWATAN
MENGUNAKAN METODE *WORKLOAD INDICATORS OF STAFFING
NEED* (WISN) DI INSTALASI GAWAT DARURAT RUMAH SAKIT
HANA CHARITAS ARGA MAKMUR
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SKRIPSI



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ABSTRAK

ANALISIS KEBUTUHAN TENAGA KEPERAWATAN MENGUNAKAN METODE *WORKLOAD INDICATORS OF STAFFING NEED* (WISN) DI INSTALASI GAWAT DARURAT RUMAH SAKIT HANA CHARITAS ARGA MAKMUR TAHUN 2019

Oleh

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Jumlah tenaga perawat pelaksana IGD RS. Hana Charitas Arga Makmur ada 6 orang. Jumlah pasien rata-rata perhari 20 pasien, katagori gawat darurat hampir tiap shif 1 pasien, jumlah terbanyak adalah pada shift sore, tingkat kegawatan pasien sering terjadi pada shift malam, 3 perawat IGD juga membantu kegiatan dikamar operasi, aktivitas tambahan perawat selain aktivitas kegiatan keperawatan seperti ; mendaftarkan pasien IGD, pendaftaran pasien rawat inap dan pemesanan kamar, mengecek BPJS, Virtula Clem, SISRUT, membersihkan ruangan IGD dan merapikan tempat tidur pasien, perawat yang dinas rata-rata 1 orang per shift, sifht malam tidak ada petugas penunjang lainnya. Tujuan penelitian ini adalah untuk mengetahui waktu kerja tersedia, kategori unit dan SDM, beban kerja, standar kelonggaran, jumlah kebutuhan perawat IGD RS. Hana Charitas Arga Makmur.

Metode penelitian ini adalah deskriptif kualitatif menggunakan tehnik perhitungan metode WISN, dilaksanakan pada 6 perawat pelaksana di IGD. Data diperoleh melalui wawancara, dan observasi dengan tehnik *work sampling* untuk mengukur 4 kelompok aktivitas yaitu aktivitas produtif langsung, aktivitas produktif tidak langsung, aktivitas pribadi, dan aktivitas non produktif perawat IGD selama jam kerja.

Hasil perhitungan kebutuhan SDM dengan metode WISN didapatkan hasil waktu kerja tersedia 117180 menit/tahun, unit kerjanya IGD, katagori SDM perawat pelaksana, standar beban kerja hampir seluruh perawat 78,06% melakukan aktivitas produktif, dan sebagian kecil 22,94% melakukan aktivitas non produktif dengan standar kelonggarannya 1 (satu), hasil perhitungan kebutuhan perawat adalah 9 orang, jumlah perawat tersedia 6 orang, kekurangan 3 orang, dengan rasio WISN 0,6 artinya SDM yang ada belum cukup.

Peneliti menyarankan kepada Bagian SDM RS. Hana Charitas Arga Makmur untuk menambah tenaga perawat pelaksa di IGD sebanyak 3 orang perawat pelaksana. Kata Kunci : *Tenaga Perawat, Metode WISN, Instalasi Gawat Darurat*

Keterangan :

¹⁾: Calon Sarjana Keperawatan

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ABSTRACT

ANALYSIS OF NURSING STAFF NEED USING “WORKLOAD INDICATORS OF STAFFING NEED (WISN)” METHODS IN INSTALLATION OF EMERGENCY IN HANA CHARITAS HOSPITAL ARGA MAKMUR YEAR 2019

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The number of nursing staff in installation emergency of Hana Charitas Hospital are 6 staffs. The average number of patient each day is about 20 patients, emergency category is found almost in the first shift, the greatest emergency patient is found in the afternoon shift, the increasing of emergency often occurs in the night. Besides, 3 emergency nurses help the activity in surgical room. Outside of the basic duty of the nurse, there are another tasks that they must to do. There are emergency patient registration, inpatient registration dan room booking, checking the BPJS card, virtual claim, SISRUT, cleaning emergency room, and tiding the patient's beds. The nurse who is on duty is only 1 each shift where is in the night shift there are not any another supporting staff. The aim of this research is to find the availability of works time for unit category and human resource, works load, the looseness standar and the number of need on emergency nursing staff in Hana Charitas Hospital.

The research method is qualitative descriptive using WISN accounting method, applied on 6 emergency nursing staffs. The data is achieved trough interview and observation work sampling technique to measure 4 activity groups those are direct productive activity, indirect productive activity, personal activity, and non-productive activity of emergency nursing staff during the work time.

The counting result of human resource necessity using WISN method is that the available works time is 117180 minute/year, emergency unit, nursing staff category, works load standar for the nurse is 78,06% doing the productive activities, about 22,94% doing non-productive activities with 1 looseness standar. The counting result on the need of nursing staff is 9 staffs. The available staff are only 6, it's still need 3 staffs with 0.6 WISN ratio which means human resource is not enough yet.

The researcher suggests Human Resource Department in Hana Charitas Hospital Arga Makmur to make an addition of nursing staff for installation of emergency as much as 3 nursing staffs.

Keyword : *Nursing staff, WISN Method, Emergency Departement.*

Explanation :

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