

Analisis perhitungan kebutuhan tenaga perawat di ruang rawat inap Cattleya B Rumah Sakit Umum Bhakti Yudha tahun 2012 = Analysis on requires staffing needs of nurse at Cattleya B Ward of Bhakti Yudha Hospital forthe Year of 2012

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Abstrak

Dalam menjawab keluhan perawat mengenai besarnya beban kerja di ruang rawat inap Cattleya B RSU Bhakti Yudha, perlu dilakukan analisis kebutuhan tenaga perawat dengan menggunakan beberapa formula yaitu, Workload Indicator Staff Needs (WISN), formula Gillies, PPNI, dan formula Ilyas. Penelitian dilakukan di ruang rawat inap Cattleya B menggunakan pendekatan kuantitatif dan kualitatif dengan melakukan observasi terhadap aktivitas perawat menurut metode work sampling serta in-depth interview pada 21-30 Mei 2012.

Hasil penelitian menyatakan beban kerja perawat pada kategori produktif (80%) dengan hanya 33.98% yang merupakan aktivitas keperawatan langsung dan 47.4% merupakan aktivitas keperawatan tidak langsung. Penggunaan waktu untuk kegiatan pribadi dan non produktif perawatmasih di dalam standar ILO (14.98%) Formula Gillies dan PPNI, dan Ilyas tidak menggambarkan sejumlah kegiatan keperawatan tidak langsung dari perawat seperti administrasi dan pencatatan laporan, yang justru pada saat observasi membutuhkan proporsi yang lebih besar. Sebaliknya metode WISN yang menghasilkan jumlah perawat sebesar 35 orang ditambah dengan 1 kepala ruangan dianggap lebih tepat dan sesuai dengan RS karena menggambarkan beban kerja nyata.

Diharapkan pihak manajemen dapat memberikan toleransi seperti pemberian hari kepelatihan bagi perawat, menambah jumlah tenaga baik perawat dan non perawat sesuai kebutuhan untuk meningkatkan mutu pelayanan.

In order to answer the concern of high workload nursing care at Cattleya B Ward of Bhakti Yudha Hospital, there is a need to analyze the requirement of nursing staff with some formulas: Workload Indicator Staff Needs (WISN), Gillies?, PPNI, and Ilyas? Formula. This Research was held in Cattleya B Ward of Bhakti Yudha Hospital on May 21st-30th 2012 using Quantitative and Qualitative approach with an observation to nursing activity based on work sampling method and also in-depth interview with some informants to gain any information for analysis.

The result of this research proved that nursing workload is in productive state (80%) with only 33.98% are direct nursing care activities and 47.4% are indirect nursing care activities. The usage of time for individual activity and non-productive activity are still in the ILO Standard (14.98%) Gillies?, PPNI, and Ilyas? Formula did not described some of indirect activity like administration, and making nursing report which in observation need higher proportions than others. In the contrary, WISN, which results 35 nurses as staff with 1 additional nurse as the head of Cattleya B ward, is suitable with hospital because described the real work load in the ward.

In the future, hopefully manager can give any tolerance like training day for nurse; add some staff both nursing staff and non-nursing staff as needs for service quality.