

## Analisis jumlah dan kualitas tenaga perawat di ruang perawatan anak Rumah Sakit Husada

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### Abstrak

Rumah sakit merupakan bagian terpenting dalam pelayanan kesehatan sehingga memerlukan sumber daya manusia dengan kuantitas yang mencukupi dan berkualitas dalam memberikan pelayanan kesehatan secara holistik dengan optimal. Perawat merupakan bagian integral dari sumber daya rumah sakit yang memberikan pelayanan kesehatan secara langsung maupun tidak langsung terhadap pasien. Untuk itu perlu dilakukan penelitian terhadap kuantitas dan kualitas tenaga perawat di setiap rumah sakit termasuk Rumah Sakit Husada. Adapun penelitian terhadap kuantitas dan kualitas di Rumah Sakit Husada dilaksanakan di ruang perawatan anak.

Penelitian ini mencoba untuk menjawab terhadap pemenuhan kebutuhan tenaga perawat di ruang perawatan anak Rumah Sakit Husada Jakarta. Ditinjau dari beban kerja perawat dalam melaksanakan kegiatan langsung, tidak langsung dan kegiatan lain. Selain itu untuk mengetahui sejauh mana kualitas tenaga perawat yang ada, dengan menggunakan metode pengamatan kerja (work study).

Hasil penelitian didapatkan bahwa kegiatan keperawatan langsung merupakan kegiatan paling banyak dilakukan, setelah diketahui jumlah waktu dari kegiatan keperawatan dihasilkan kebutuhan tenaga sebanyak 29 orang perawat dengan BOR 45,60%, tenaga yang ada 25 orang sehingga kekurangan tenaga sebanyak 4 orang. Adapun untuk kualitas keterampilan tenaga perawat yang ada menunjukkan kualitas baik, walaupun masih ada beberapa aspek kegiatan yaitu : aspek komunikasi, penyuluhan dan pemenuhan hygiene pasien masih perlu ditingkatkan, dan untuk kualitas kegiatan menurut kelulusan secara keseluruhan cukup baik terlihat adanya suatu kerjasama yang saling melengkapi dari team work.

Hasil penelitian memperlihatkan bahwa kebutuhan tenaga akan berubah sejalan dengan peningkatan BOR. Dan untuk penelitian terhadap kualitas masih sederhana, karena keterbatasan ini perlu dilakukan penelitian lebih lanjut tentang kemampuan kognitif dan keterampilan tenaga perawat.

Daftar Pustaka : 22 (1980 - 2002)

*Analysis of Nurse Quantity and Quality in the Pediatric Care Room at Husada Hospital*  
Jakarta Hospital is the most important part in health care. So, that requires human resources with adequate quantity and quality in providing holistic health care optimally. Nurse is an integral part of human resources who provide the service directly and indirectly towards the patients. For that reason, it is need to be conducted the study of nurse quantity and quality in every hospital including Husada Hospital. The study that conducted was took place in pediatric room.

The study teed to assess the need of nurse in the pediatric room at Husada Hospital Jakarta that focused on

nurse's workload in doing direct and indirect activities and other activities as well. Beside that, to assess the nurse quality was using the work-study method.

The study resulted that direct nursing activity was kind of activity that most conducted. Having counted from the time quantity of nursing activity, it was required 29 nurses with BOR 45.60%. However, the existing nurses in the room were 25. So, there was lack of nurse as many as 4 nurses. According to the quality of nurse's skill, it showed a good one although there were some aspects that need to be increased such as communication, education and hygiene fulfillment for patient. As a whole, the activity quality according to educational level showed good enough result. It was performed from the teamwork among the nurses that completed one another.

The result of this study showed that the need of nurse would change in line with the increase of BOR. In considering the study conducted was simple, it needs to be conducted further study about nurse's cognitive ability and skill.

References: 22 (1980-2002)</i>