

## Perencanaan pengembangan kebutuhan tenaga perawat profesional bagian rawat inap Rumah Sakit St. Borromeus Bandung

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### Abstrak

Menjelang AFTA tahun 2003 dan globalisasi 2020 dengan masuknya tenaga asing, mempengaruhi bisnis perumahsakit, sehingga diperlukan manajemen sumber daya manusia profesional termasuk tenaga perawat profesional dalam memberikan pelayanan asuhan keperawatan yang profesional.

Pemenuhan kebutuhan kuantitas dan kualitas perawat yang ideal untuk bagian rawat inap, dapat menggunakan formula jam efektif. Untuk mendukung penggunaan formula tersebut perlu diperhatikan: jumlah pasien yang masuk dan sedang dirawat per hari dengan tingkat ketergantungannya yang dibagi dalam lima kategori yaitu kategori mandiri yang membutuhkan 2 jam, minimal 2.5 jam, moderat 3.5 jam, semi total 6 jam dan kategori total 7 jam, juga kebijakan rumah sakit dalam menentukan jumlah jam perawatan efektif per tahun, jumlah hari kerja efektif jumlah hari libur nasional dan cuti tahunan, perbandingan tenaga profesional non profesional, serta sistem penugasan di bagian rawat inap. Perolehan tenaga perawat profesional melalui pendidikan formal akademik.

Penelitian ini merupakan penelitian terapan yang bertujuan untuk menghitung kebutuhan kuantitas dan kualitas tenaga keperawatan bagian rawat inap melalui pendidikan keperawatan berlanjut strata satu, diploma tiga sampai terpenuhi kebutuhan minimal pada tahun 2004.

Kesimpulan penelitian ini yaitu jumlah kebutuhan tenaga keperawatan bagian rawat inap minus ICCU, ICU, PICU, NICU, adalah: 253 orang dengan ratio profesional non profesional 63.64 % (152 orang) : 36.36 % (92 orang), melalui program pendidikan formal rata-rata 14 % / tahun, meliputi 1-2 untuk strata satu, dan 19-20 orang untuk diploma tiga.

Saran penelitian adalah kelanjutan program pendidikan keperawatan berlanjut S1 dan D III sampai terpenuhi kebutuhan, pendidikan S2 manajemen keperawatan, penerapan sistem skoring untuk menyeleksi peserta program pendidikan, pengembangan internal yang menyeluruh melalui 'DJKLAT' yang dikelola secara profesional oleh tenaga profesional.

Daftar bacaan: 47 (1968 - 1996)

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<i>In the era of globalization in line with the agreement of AFTA in the year of 2003 and APEC in the year of 2020, the' foreign labor will influence the health manpower workforce and consequently will have an impact on -the hospital business in Indonesia. Therefore, it is crucial to have a better human resources management with professional competencies in providing a high quality nursing care.

In meeting the needs of nurses in term of the ideal quantity and quality in inpatient units, the formula of effective hours was applied. To support the utilization of that formula one should consider: the number of patient admitted and being taken care per day with the levels of patient dependencies which are classified into five categories as the following: self-care needs 2 hours, minimal care needs 2.5 hours, moderate care needs 3.5 hours, extensive care needs 6 hours, and total care needs 7 hours. The hospital policies in determining the number of effective nursing care hours per annum, number of effective working days, number of national holiday and yearly leave, ratio of professional and non professional manpower, and the assignment system of inpatient unit.

This study was an applied research aiming to come up with the projected quantity and quality of nursing manpowers minimally needed by the selected inpatient units through advanced nursing education at S 1 and D III degree up to the year of 2004.

The conclusion of the study was 253 nursing manpowers were needed by inpatient units excluding ICU, ICCU, PICU, NICU, with a ratio between 63.64 % : 36.36 for the professional and non professional nurses to be developed through formal education program with the average of 14 % per year producing for 1 - 2 nurses with S I and 19 - 20 nurses for D III.

This study suggested that the advanced continuing education program for S 1 and D III, S 2 (post-graduate) program of nursing management, the application of scoring system for the recruitment of the student candidates, the total internal development through the center of manpower education and training managed professionally by professional nurses were absolutely necessary.

Bibliography: 47 (1968 - 1996)</i>