Perhitungan beban kerja staf Departemen Sumber Daya Manusia MRCCC Siloam Hospitals Semanggi = Human resource staff workload calculation at MRCCC Siloam Hospitals Semanggi

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Abstrak

Tingginya beban kerja yang dirasakan staf SDM di MRCCC Siloam Hospitals Semanggi perlu dilakukan analisis beban kerja untuk dapat menentukan jumlah kebutuhan tenaga yang sesuai dengan beban kerja tersebut. Dalam menentukan jumlah kebutuhan tenaga staf SDM ini menggunakan formula Workload Indicator Staff Needs (WISN). Penelitian ini dilakukan di Ruang SDM menggunakan kuantitatif dengan melakukan observasi menggunakan metode work sampling terhadap kegiatan yang dilakukan staf SDM selama 8 hari. Hasil penelitian menyatakan beban kerja staf SDM pada kegiatan produktif sebesar 89,32%. Untuk kebutuhan staf SDM diperoleh sebesar 4 orang menggunakan WISN. Berdasarkan penelitian ini, disarankan agar Departemen SDM MRCCC Siloam Hospitals Semanggi melakukan perhitungan beban kerja secara berkala supaya jumlah staf yang ada tetap relevan sesuai dengan beban kerja yang ada.
.....The high workload felt by HR staff at the MRCCC Siloam Hospitals Semanggi needs to be carried out to analyze the workload in order to determine the amount of energy requirements that are in accordance with the workload. In determining the number of HR staff needs, use the formula Workload Indicator Staff Needs (WISN). This research was conducted in the HR Room using quantitative by conducting observations using the work sampling method on activities carried out by HR staff for 8 days. The results of the study stated that the workload of HR staff on productive activities was 89.32%. For the needs of HR staff obtained by 4 people using WISN. Based on this research, it is suggested that the MRCCC HR Department Siloam Hospitals Semanggi periodically calculate the workload so that the number of existing staff remains relevant in accordance with the existing workload.