

**FAKULTAS ILMU KESEHATAN
UNIVERSITAS SILIWANGI
TASIKMALAYA
PROGRAM STUDI KESEHATAN MASYARAKAT
PEMINATAN ADMINISTRASI DAN KEBIJAKAN KESEHATAN
2024**

ABSTRAK

MUHAMMAD RIDHO ADHITYA

ANALISIS KEBUTUHAN TENAGA KEPERAWATAN BERBASIS BEBAN KERJA DENGAN METODE WISN (*WORKLOAD INDICATOR STAFF NEED*) DI RUANG RAWAT INAP MELATI 3 RSUD DR. SOEKARDJO KOTA TASIKMALAYA

Latar Belakang: Beban kerja yang berlebih pada perawat dapat mengakibatkan mengakibatkan beragam efek yaitu kelelahan fisik maupun mental dan reaksi emosional seperti sakit kepala, gangguan pencernaan, mudah marah dan akan berpengaruh terhadap produktivitas perawat sehingga mengakibatkan stress kerja dan dapat membahayakan keselamatan pasien. Untuk mengendalikan kualitas pelayanan di rumah sakit maka perlu dilakukan analisis beban kerja. **Tujuan:** Menganalisis beban kerja dan kebutuhan tenaga perawat pelaksana dengan menggunakan metode *Workload Indicator Staff Need* (WISN) di ruang rawat inap Melati 3 RSUD dr. Soekardjo Kota Tasikmalaya. **Metode:** Desain penelitian yang digunakan yaitu deskriptif kualitatif. Penentuan informan penelitian dilakukan dengan teknik *purposive sampling*. Informan dalam penelitian ini sebanyak 12 orang yaitu Kepala Bidang Keperawatan, perawat pelaksana dan kepala sub bagian pendidikan dan pelatihan. **Hasil:** Perhitungan kebutuhan tenaga keperawatan berdasarkan beban kerja diperoleh 29,43 tenaga perawat. **Simpulan:** Jumlah tenaga perawat yang bekerja di ruang rawat inap Melati 3 RSUD dr.. Soekardjo Kota Tasikmalaya perlu adanya penambahan sebanya 4 orang perawat. **Saran:** Melakukan analisis beban kerja kepada tenaga keperawatan sebagai acuan dalam menentukan jumlah kebutuhan tenaga perawat agar pelayanan dapat diberikan secara optimal

Kata Kunci: Analisis beban kerja, kebutuhan tenaga perawat, WISN

**FACULTY OF HEALTH SCIENCES
SILIWANGI UNIVERSITY
TASIKMALAYA
PUBLIC HEALTH STUDY PROGRAM
HEALTH ADMINISTRATION AND POLICY SPECIALIZATION
2024**

ABSTRACT

MUHAMMAD RIDHO ADHITYA

ANALYSIS OF NURSING MANPOWER NEEDS BASED ON WORKLOAD USING THE WISN (WORKLOAD INDICATOR STAFF NEED) METHOD IN THE MELATI 3 INPATITION ROOM OF DR. SOEKARDJO HOSPITAL TASIKMALAYA CITY

Background: Excessive workload on nurses can result in various effects, namely physical and mental fatigue and emotional reactions such as headaches, indigestion, irritability and will affect nurse productivity, resulting in work stress and can endanger patient safety. To control the quality of service in hospitals, it is necessary to carry out workload analysis. Objective: Analyzing the workload and needs of executive nurses using the Workload Indicator Staff Need (WISN) method in the Melati 3 inpatient ward at RSUD dr. Soekardjo, Tasikmalaya City. Method: The research design used is descriptive qualitative. Determination of research informants was carried out using purposive sampling technique. The informants in this research were 12 people, namely the Head of the Nursing Division, the executive nurse and the head of the education and training sub-division. Results: Calculating the need for nursing staff based on workload resulted in 29.43 nursing staff. Conclusion: The number of nurses working in the Melati 3 inpatient room at Dr.. Soekardjo Regional Hospital, Tasikmalaya City, requires an additional 4 nurses. Recommendation: Carrying out workload analysis for nursing staff as a reference in determining the number of nursing staff needed so that services can be provided optimally

Keywords: *Workload Analysis, need for using staff, WISN*