

**LEGAL PROTECTION OF THE NURSES WORK LOAD IN THE INTENSIVE CARE UNIT (ICU) AND EMERGENCY INSTALLATION (ED) AT REGIONAL GENERAL HOSPITAL (RSUD) DR. SLAMET GARUT DISTRICT**

**ABSTRACT**

by

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This thesis research aims to find out and further examine the legal protection provided by the Hospital to Nurses for workloads on Intensive Care Unit (ICU) and Emergency instalation (ED) at the Regional General Hospital of Dr. slamet Garut Regency, West Java Province.

This research is a description, this research is a study with an empirical normative approach. Normative research is carried out by library research or study of documents on legal materials. Empirical research was conducted through field research to obtain primary data from respondents and resource persons through interviews with interview guidelines. The respondents of this study were nurses in the Intensive Care unit (ICU), and Emergency Installation (IGD) room, supervisor and Hospital Director while the speakers were the Chair of the Hospital Supervisory Board Dr. Slamet Garut. Data from the research results were analyzed qualitatively, the results of the study were presented descriptively.

Based on the results of the researchers' analysis, it can be concluded that the legal protection of nurses related to workload in the Intensive Care unit (ICU) and Emergency Room (IGD) in the Regional General Hospital of Dr. Islamet Garut Regency has not been implemented. The results of the study using the Ministry of Health Republic of Indonesia formulation show that there is a shortage of nurses in Emergency Services, which means that the workload is higher than it should be. A high workload can affect the quality and quality of health services. The rights of nurses are still neglected by the hospital management.

**Keyword** : Legal Protection, Workload, Nurse,  
Intensive Care Unit (ICU), Emergency Instalation (ED)

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**PERLINDUNGAN HUKUM TERHADAP PERAWAT ATAS  
BEBAN KERJA DI RUANGAN INTENSIVE CARE UNIT (ICU)  
DAN INSTALASI GAWAT DARURAT (IGD) PADA  
RUMAH SAKIT UMUM DAERAH (RSUD)  
DR.SLAMET KABUPATEN GARUT**

**INTISARI**

Oleh :

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Penelitian tesis ini bertujuan untuk mengetahui dan mengkaji lebih lanjut mengenai perlindungan hukum yang diberikan Rumah Sakit terhadap Perawat atas beban kerja di Instalasi Gawat Darurat (IGD) dan *Intensive Care Unit* (ICU) pada Rumah Sakit Umum Daerah dr.Slamet Kabupaten Garut Provinsi Jawa Barat.

Penelitian ini bersifat deskripsi, penelitian ini merupakan penelitian dengan pendekatan normative empiris. Penelitian normative dilakukan dengan penelitian kepustakaan atau studi dokumen atas bahan-bahan hukum. Penelitian empiris dilakukan melalui penelitian lapangan untuk mendapatkan data primer dari responden dan narasumber melalui wawancara dengan pedoman wawancara. Responden penelitian ini adalah perawat di ruangan *Intensive Care unit* (ICU), dan Instalasi Gawat Darurat (IGD), supervisor dan Direktur Rumah Sakit sedangkan narasumber adalah Ketua Dewan Pengawas Rumah Sakit dr.Slamet Garut. Data hasil penelitian dianalisis secara kualitatif, hasil penelitian disajikan secara deskriptif.

Berdasarkan hasil analisis peneliti dapat disimpulkan bahwa perlindungan hukum terhadap perawat terkait beban kerja di ruangan *Intensive Care unit* (ICU) dan Instalasi Gawat Darurat (IGD) pada Rumah Sakit Umum Daerah dr.Slamet Kabupaten Garut belum dilaksanakan dengan baik. Hasil penelitian dengan menggunakan formulasi Depkes RI menunjukkan bahwa terdapat kekurangan jumlah tenaga perawat di Instalasi Gawat Darurat (IGD), yang berarti jumlah beban kerja lebih tinggi dari yang seharusnya, Beban kerja yang tinggi dapat mempengaruhi kualitas dan mutu pelayanan kesehatan. Begitupun Hak-hak perawat masih ada yang terabaikan oleh pihak manajemen rumah sakit.

**Kata Kunci** : Perlindungan Hukum, Beban Kerja, Perawat,  
*Intensive Care Unit* (ICU), Instalasi Gawat Darurat (IGD)

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Universitas Gadjah Mada, 2018 | Diunduh dari <http://etd.repository.ugm.ac.id/>