

## INTISARI

Keberhasilan suatu rumah sakit dalam menjalankan fungsinya ditandai dengan adanya peningkatan mutu pelayanan rumah sakit. Komponen yang paling penting dalam pelayanan rumah sakit adalah sumber daya manusia. Salah satu potensi di rumah sakit yang memiliki peran paling penting adalah para perawat. Profesional manajemen diperlukan untuk menentukan jenis serta kualitas sumber daya manusia untuk menjamin kualitas pelayanan rumah sakit produktif.

Penelitian ini bertujuan untuk mengetahui jumlah optimal tenaga perawat yang dibutuhkan berdasarkan penggunaan jam kerja produktif perawat, dengan kata lain adalah beban kerja pada Arifin Achmad Pekanbaru RSUD, yang dapat dijadikan dasar sebagai standar untuk perencanaan lebih lanjut dalam perekrutan tenaga keperawatan.

Penelitian ini dilakukan di ruang rawat inap Cendrawasih I dan II yang melibatkan seluruh tenaga perawat yang ditugaskan di sana dengan menggunakan metode *work sampling*. Data dikumpulkan melalui observasi kegiatan pekerja. Data dianalisis menggunakan metode Douglas, formula Gillies, PPNI metode Workshop, Standar metode Keperawatan DepKesRI Personalialia, dan formula Nina.

Hasil berdasarkan penggunaan jam kerja yang produktif dan perhitungan di Irna Cendrawasih I, berdasarkan metode Douglas diperlukan sebanyak 38 orang perawat, berdasarkan formula Gillies dibutuhkan 29 orang, berdasarkan metode PPNI Workshop dibutuhkan 23 orang, berdasarkan Standar Keperawatan metode DepKesRI Kepegawaian dibutuhkan 27 orang dan berdasarkan formula Nina dibutuhkan 25 orang tenaga perawat. Di ruang Cendrawasih II, berdasarkan metode Douglas dibutuhkan 17 orang tenaga perawat, berdasarkan formula Gillies dibutuhkan 14 orang, berdasarkan metode PPNI Workshop dibutuhkan 17 orang, berdasarkan Standar Keperawatan metode DepKesRI Kepegawaian dibutuhkan 13 orang dan berdasarkan Nina rumus dibutuhkan 13 orang tenaga perawat.

Berdasarkan data di atas, kebutuhan tenaga perawat di Irna Cendrawasih memiliki kekurangan tenaga perawat, karena hanya 20 orang tenaga perawat yang tersedia saat ini dan di Irna Cendrawasih II memiliki kelebihan tenaga perawat, karena saat ini memiliki 23 orang tenaga perawat. Hal ini menunjukkan bahwa ada perbedaan besar antara jumlah tenaga perawat yang tersedia sekarang dibandingkan dengan hasil perhitungan.

Kata kunci: kebutuhan tenaga perawat, beban kerja

## ABSTRACT

The successfulness in implementing the hospital function is characterized by an increase the quality in hospital services. The most important components in the hospital services are human resources. One of the potency in the hospital which has the most important role is the nursing staff. Professional management is needed to determine the type as well as the quality of the human resources to assure the quality productive hospital services.

This study aimed at finding out of the optimal number of nursing staff needed based on the use of the productive working hours of nursing staff, in other word is workload at Arifin Achmad Pekanbaru District Hospital, that can be based as a standard for further planning of nursing staff recruitment.

The study was performed at Cendrawasih I and Cendrawasih II room involved all nursing staff who were assigned there using work sampling method. Data were collected through observation of worker activities. The data were analyzed using Douglas method, Gillies formula, PPNI Workshop method, The Standards of Nursing Staffing DepKesRI method, and Nina formula.

The result based on the use of the productive working hours and the calculation at Cendrawasih I room, based on Douglas method 38 people of nursing staff are needed, based on Gillies formula needs 29 people, based on PPNI Workshop method needs 23 people, based on The Standards of Nursing Staffing DepKesRI method are needs 27 people and based on Nina formula needs 25 people of nursing staff. At Cendrawasih II room, based on Douglas method 17 people of nursing staff are needed, based on Gillies formula needs 14 people, based on PPNI Workshop method needs 17 people, based on The Standards of Nursing Staffing DepKesRI method are needs 13 people and based on Nina formula needs 13 people of nursing staff.

Based on the above data, the calculation of nursing staff need, at Cendrawasih I room have nursing staff shortage, because only 20 people of nursing staff are currently available and at Cendrawasih II have nursing staff overage, because it has 23 people nursing staff. This indicates that there is considerable difference between the number of nursing staff who are available now compared with the result of the calculation.

Key words: needs of nurses, workload