

## ABSTRAK

Awal tahun 2020 ini dikejutkan dengan pernyataan WHO yang menyebutkan *Coronavirus-19* (COVID-19) sebagai pandemi. Kasus terkonfirmasi COVID-19 yang dilaporkan pada Kementerian Kesehatan Republik Indonesia sampai Juni 2020 sebanyak 37420 dan terus bertambah setiap harinya. Salah satu pemeriksaan penunjang untuk menegakkan diagnosis COVID-19 adalah pemeriksaan radiologis. Selain itu, pemeriksaan radiologis juga diperlukan sebagai salah satu syarat pemulangan pasien COVID-19 yang menjalani perawatan di rumah sakit. Tidak dapat dipungkiri, dengan angka kejadian COVID-19 yang terus meningkat menyebabkan beban kerja pada tenaga kesehatan di rumah sakit juga meningkat termasuk di instalasi radiologi rumah sakit.

Tujuan penelitian ini adalah untuk menganalisis kebutuhan tenaga kerja yang sesuai beban kerja dengan metode *Workload indicators of staffing need* (WISN) di instalasi radiologi RSUD Royal Prima Medan. Penelitian ini menggunakan metode kuantitatif dengan pendekatan observasi menggunakan *work sampling*, selanjutnya menghitung kebutuhan tenaga kerja dengan menggunakan rumus *Workload Indicator of Staffing Need* (WISN) dan metode kualitatif dilakukan dengan menggunakan *in-depth interview* kepada tenaga kerja.

Dari hasil penelitian diketahui penggunaan waktu kerja oleh tenaga kerja instalasi radiologi di RSUD Royal Prima Medan untuk kegiatan produktif sebesar 80%, untuk kegiatan non-produktif 14% dan untuk kegiatan pribadi sebesar 6%. Dengan demikian, beban kerja tenaga kerja di instalasi radiologi di RSUD Royal Prima Medan termasuk kategori optimum. Berdasarkan perhitungan menggunakan metode WISN didapatkan jumlah kebutuhan tenaga kerja di instalasi radiologi RSUD Royal Prima Medan sebesar 15 orang dan rasio kesenjangan tenaga kerja sebesar 1.00.

Kesimpulan dari penelitian ini bahwa tenaga kerja di instalasi radiologi RSUD Royal Prima Medan saat ini mencukupi. Saran untuk pihak rumah sakit agar perhitungan analisis kebutuhan tenaga kerja berdasarkan beban dengan metode WISN dilakukan secara berkala untuk menyesuaikan beban kerja dikemudian hari agar mengoptimalkan penggunaan tenaga kerja.

Kata kunci: beban kerja, tenaga kerja, WISN, instalasi radiologi

## **ABSTRACT**

*The beginning of 2020 was shocked by the WHO's statement which mentioned Coronavirus-19 (COVID-19) as a pandemic. As many as 37420 confirmed cases of COVID-19 were reported to the Ministry of Health of the Republic of Indonesia until June 2020 and are growing every day. One of the supporting examinations to establish a diagnosis of COVID-19 is a radiological examination. In addition, radiological examinations are also required as one of the requirements for the repatriation of COVID-19 patients who are undergoing treatment at the hospital. It is undeniable that the increasing incidence of COVID-19 has caused the workload for health workers in hospitals to increase, including in hospital radiology installations.*

*The purpose of this study was to analyze the need for workforce according to the workload using the Workload indicators of staffing need (WISN) method in the radiology installation of the Royal Prima Hospital Medan. This study uses a quantitative method with an observational approach using work sampling, then calculating the need for workforce using the Workload Indicator of Staffing Need (WISN) formula and the qualitative method using in-depth interviews with workers.*

*From the research results, it is known that the use of work time by radiology installation workers at the Royal Prima Medan Hospital for productive activities is 80%, 14% for non-productive activities and 6% for personal activities. Thus, the workload of the workforce at the radiology installation at the Royal Prima Medan Hospital is in the optimum category. Based on calculations using the WISN method, it was found that the total number of workers needed at the radiology installation at the Royal Prima Medan Hospital was 15 people and the workforce gap ratio was 1.00.*

*The conclusion of this study is that the current workforce at the radiology installation at the Royal Prima Medan Hospital is sufficient. Suggestions for the hospital are that the calculation of the analysis of workforce requirements based on the load using the WISN method is carried out periodically to adjust the workload in the future in order to optimize the use of workforce.*

*Keywords: workload, workforce, WISN, radiology unit*