

## ABSTRAK

Tenaga kesehatan merupakan garda terdepan dalam melawan Covid-19 dan terpapar bahaya bahkan dapat mengancam nyawa tenaga kesehatan. Masalah di bidang kesehatan semakin jelas dengan menyebarnya penyakit ini, seperti ketidaksiapan fasilitas kesehatan dalam menghadapi situasi pandemic ini dan dapat diamati dari tata kelola sumber daya manusia kesehatan (SDMK) belum optimal serta masih rendahnya kinerja pelayanan kesehatan.

Penelitian ini bertujuan untuk menganalisis kebutuhan tenaga kesehatan (Paramedis) dalam penanganan Covid-19 berdasarkan beban kerja di RSUD Royal Prima Medan. Jenis penelitian ini adalah penelitian deskriptif dengan metode kuantitatif-kualitatif. Desain penelitian ini adalah cross sectional. Sampel penelitian adalah tenaga keperawatan dan kefarmasian yang bertugas dalam penanganan Covid-19 dengan metode WISN (*Workload Indicators of Staffing Need*).

Hasil penelitian menunjukkan bahwa waktu kerja tersedia untuk tenaga keperawatan adalah 137.280 menit/tahun, sedangkan waktu kerja tersedia tenaga kefarmasian adalah 131.520 menit/tahun. Standar beban kerja tenaga keperawatan dalam satu tahun secara keseluruhan yaitu 623.792 kali/tahun, sedangkan standar beban kerja tenaga kefarmasian dalam satu tahun secara keseluruhan yaitu 138.440 kali/tahun. Standar kelonggaran secara keseluruhan yaitu 0,20 per tahun.

Berdasarkan perhitungan kebutuhan tenaga medis dengan metode WISN terdapat kekurangan tenaga keperawatan sebanyak 4 orang, sedangkan pada tenaga kefarmasian terdapat kelebihan 8 orang tenaga medis. Disarankan kepadapihak RSUD Royal Prima Medan untuk menata kembali dan memperbaiki waktu kerja keperawatan dan kefarmasian dengan cara menyusun kebutuhan tenaga keperawatan dan kefarmasian berdasarkan kebutuhan di setiap lantai agar diperoleh jumlah tenaga medis yang tepat sehingga dapat melayani pasien dengan optimal.

**Kata kunci : Metode WISN, waktu kerja tersedia, standar beban kerja, standar kelonggaran, kebutuhan paramedis**

## **ABSTRACT**

*Health workers are the front line in the fight against Covid-19 and are exposed to dangers that can even threaten the lives of health workers. Problems in the health sector are becoming clearer with the spread of this disease, such as the unpreparedness of health facilities in dealing with this pandemic situation and can be observed from the management of human health resources (HR) that is not optimal and the performance of health services is still low.*

*This study aims to analyze the need for health workers (Paramedics) in handling Covid-19 based on the workload at RSU Royal Prima Medan. This type of research is descriptive research with quantitative-qualitative methods. The research design was cross sectional. The research sample are nursing and pharmacy staff who are tasked with handling Covid-19 using the WISN (Workload Indicators of Staffing Need) method.*

*The results showed that the available working time for nursing staff was 137,280 minutes/year, while the available working time for pharmacists was 131,520 minutes/year. The standard workload of nursing staff in one year as a whole is 623,792 times/year, while the standard of workload of pharmaceutical workers in one year as a whole is 138,440 times/year. The overall allowance standard is 0.20 per year.*

*Based on the calculation of the need for medical personnel using the WISN method, there are lack of 4 nursing personnel, while for pharmaceutical personnel there are 8 medical personnel excess. It is recommended to the RSU Royal Prima Medan to reorganize and improve the working time of nursing and pharmacy by compiling the needs of nursing and pharmaceutical personnel based on the needs on each floor in order to obtain the right number of medical personnel so that it can serve patients optimally.*

*Keywords: WISN method, available working time, workload standard, allowance standard, paramedic needs*