

ABSTRAK

Dengan jumlah pasien hemodialisa yang terus bertambah hampir setiap bulannya, namun jumlah tenaga perawat di unit hemodialisa Rumah Sakit Khusus Ginjal (RSKG) Raysida tetap, membuat perawat menjadi bertambah beban kerja dan tanggung jawabnya. Perencanaan kebutuhan tenaga keperawatan perlu disesuaikan dengan beban kerja sehingga proses pelayanan dapat terlaksana secara optimal. Oleh karena itu perlu diteliti bagaimana keseimbangan antara beban kerja dengan kebutuhan tenaga keperawatan yang ada di unit hemodialisa RSKG Rasyida Tahun 2022.

Tujuan penelitian ini untuk menganalisis jumlah optimal tenaga keperawatan unit hemodialisa di RSKG Rasyida menggunakan *mixed method* dengan metode *Workload Indicators of Staffing Need (WISN)*. Penelitian dilakukan pada seluruh perawat pelaksana unit hemodialisa di RSKG Rasyida yang berjumlah 44. Metode pengumpulan data primer melalui kuesioner, observasi, wawancara dan dilakukan pada saat jam kerja, serta data sekunder berupa telaah dokumen dan data kepegawaian.

Perhitungan WISN menunjukkan jumlah SDM yang dibutuhkan di unit hemodialisa adalah 65 orang, maka dibutuhkan penambahan 21 orang dari jumlah perawat yang sekarang.

Hasil rasio tenaga perawat hemodialisa 0,67, artinya SDM belum mencukupi dan belum sesuai dengan beban kerja. Diharapkan Manajemen RSKG Rasyida terkhusus bagian keperawatan untuk menambah perawat, menata dan membuat kebijakan tentang pembagian tugas kepada perawat sehingga sesuai dengan beban kerja pada setiap unit.

Kata Kunci : Beban Kerja, Sumber Daya Manusia, Tenaga keperawatan, *Workload Indicators of Staffing Need (WISN)*

ABSTRACT

With the number of hemodialysis patients continuing to grow almost every month, the number of nurses in the hemodialysis unit of the Rumah Sakit Khusus Ginjal Raysida (RSKG) is fixed, making nurses increase their workload and responsibility. Planning the needs of nursing personnel needs to be adjusted to the workload so that the service process can be carried out optimally. Therefore, it is necessary to study how to balance the workload and the needs of the nursing staff in the hemodialysis unit of RSKG Rasyida in 2022.

The purpose of this study was to analyze the optimal number of nursing staff in the hemodialysis unit at RSKG Rasyida using a mixed method with the Workload Indicators of Staffing Need (WISN) method. The study was conducted on all 44 nurses implementing the hemodialysis unit at RSKG Rasyida. Primary data collection methods were through questionnaires, observation, interviews and were conducted during working hours, as well as secondary data in the form of document reviews and staffing data.

WISN calculations show that the number of human resources needed in the hemodialysis unit is 65 people, so an additional 21 people are needed from the current number of nurses.

The result of the ratio of hemodialysis nurses is 0.67, meaning that the human resources were not sufficient and not in accordance with the workload. It is hoped that the Management of RSKG Rasyida, especially the nursing section, will add more nurses, organize and make policies regarding the distribution of tasks to nurses so that they are in accordance with the workload in each unit.

Keywords: Human Resources, Nursing Personnel, Workload, Workload Indicators of Staffing Need (WISN)