

ABSTRAK

PENGEMBANGAN MODEL *SUBJECTIVE WORKLOAD ASSESMENT TECHNIQUE* SEBAGAI UPAYA PENINGKATAN KINERJA PERAWAT DI RUANG RAWAT INAP RUMAH SAKIT ROYAL PRIMA

**MULIATE TARIGAN
NIM : 213307050066**

Kinerja seluruh tenaga medis maupun non medis di Rumah Sakit sangat diharapkan dalam kondisi prima. Perawat sangat diharapkan dapat memberikan pelayanan yang baik. Penelitian ini bertujuan untuk melakukan pengembangan model *subjective workload assesment technique* sebagai upaya peningkatan kinerja perawat di Ruang Rawat Inap Rumah Sakit Royal Prima.

Penelitian ini merupakan penelitian kuantitatif dengan rancangan *cross sectional study* yang dilakukan di ruang rawat inap Rumah Sakit Royal Prima pada Juni s/d Juli 2023. populasi adalah 120 orang. Responden yang terpilih (inklusi) atau tersisihkan melalui proses pemilihan adalah yang sudah berpengalaman lebih dari 3 bulan masa kerja di unit ke perawatan atau pekerjaan yang terkait. Data dianalisis secara univariat, bivariat dan multivariat.

Hasil penelitian menunjukkan bahwa ada pengaruh tekanan waktu, jadwal jam kerja, peran ganda, *revetitive action* terhadap peningkatan Kinerja personel perawat di rawat inap yang dinilai secara subjektif oleh perawat rawat inap di Rumah Sakit Royal Prima. Variabel yang paling dominan berpengaruh adalah variabel peran ganda.

Saran penelitian ini adalah sebaiknya pihak dinas kesehatan memberi masukan dalam rangka pembinaan yang berkesinambungan kepada rumah sakit khususnya dalam mengelola manajemen rumah sakit dalam peningkatan kinerja yang lebih baik

Kata Kunci : Kinerja, Pengembangan, SWAT

ABSTRACT

SUBJECTIVE WORKLOAD ASSESSMENT TECHNIQUE MODEL DEVELOPMENT AS A PERFORMANCE IMPROVEMENT EFFORT NURSE IN HOME INPATIENT ROOM PRIMA ROYALHOSPITAL;

**MULIATE TARIGAN
NIM : 213307050066**

The performance of all medical and non-medical personnel at the Hospital is expected to be in prime condition. Nurses are expected to provide good service. This study aims to develop a subjective workload assessment technique model as an effort to improve the performance of nurses in the Inpatient Room of Royal Prima Hospital.

This research is a quantitative study with a cross-sectional study design which was carried out in the inpatient rooms of Royal Prima Hospital from June to July 2023. The population is 120 people. Respondents who were selected (inclusion) or excluded through the selection process were those who had experience of more than 3 months working in a nursing unit or related job. Data were analyzed by univariate, bivariate and multivariate.

The results showed that there was an influence of time pressure, work schedule, multiple roles, repetitive action on the performance improvement of inpatient nurse personnel which was subjectively assessed by inpatient nurses at Royal Prima Hospital. The most dominantly influential variable is the multiple role variable.

The suggestion of this research is that the health office should provide input in the framework of continuous guidance to hospitals, especially in managing hospital management in order to improve better performance.

Keywords: Performance, Development, SWAT