

**FAKULTAS KESEHATAN MASYARAKAT
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ANALISIS KEBUTUHAN TENAGA BIDAN DENGAN METODE *WORKLOAD INDICATOR OF STAFFING NEED (WISN)* DI RUMAH SAKIT BERSALIN TIARA ANGGREK KOTA PADANG TAHUN 2016

xii + 76 halaman, 8 tabel, 2 gambar, 14 lampiran

ABSTRAK

Tujuan Penelitian

Seiring peningkatan status rumah sakit dari Rumah Sakit Bersalin (RSB) menjadi Rumah Sakit Ibu dan Anak (RSIA) serta peningkatan angka kunjungan pasien tiap tahunnya, menuntut RSB Tiara Anggrek Kota Padang perlu merencanakan dengan baik jumlah tenaga Bidan. Berdasarkan hasil observasi awal dan wawancara mendalam bidan mengeluh akan tugas pokok dan fungsinya yang tidak sesuai dengan seharusnya.

Metode

Penelitian campuran (*mixed method research*) menggunakan model *Concurrent Embedded Strategy*. Penelitian ini dilakukan di bagian kebidanan RSB Tiara Anggrek Kota Padang pada Februari-April 2016. Teknik pemilihan informan adalah *purposive sampling*. Pengumpulan data dengan observasi, wawancara mendalam dan telaah dokumen. Data diolah menggunakan rumus perhitungan WISN dan direduksi ke dalam matrik hasil wawancara mendalam.

Hasil

Hasil penelitian berdasarkan metode WISN didapatkan jumlah tenaga pada saat ini 11 orang dengan latar belakang pendidikan DIII Kebidanan. Standar beban kerja tenaga bidan yang paling tinggi adalah mengawasi infus dan obat pasien rawat inap dan terendah membantu dokter spesialis anak dan kebidanan dalam memberikan pelayanan dengan standar kelonggaran 0,19. Bidan yang dibutuhkan berdasarkan perhitungan WISN sebanyak 18 orang dan rasio WISN sebesar 0,61 artinya 61 % kebutuhan bidan telah terpenuhi dan terdapat kekurangan 7 orang bidan.

Kesimpulan

Berdasarkan perhitungan WISN, dibutuhkan bidan sebesar 18 orang. Ini menunjukkan terdapat kekurangan tenaga sebanyak 7 orang. Disarankan kepada pihak rumah sakit bagian perencanaan SDM agar mempertimbangkan penambahan tenaga dan tugas pokok bidan disesuaikan dengan tugas pokok dan fungsi bidan yang seharusnya sesuai dengan standar profesi bidan agar kegiatan dapat berjalan dengan baik.

Daftar Pustaka : 33 (1994-2016)

Kata Kunci : Beban kerja, bidan, WISN, SDM

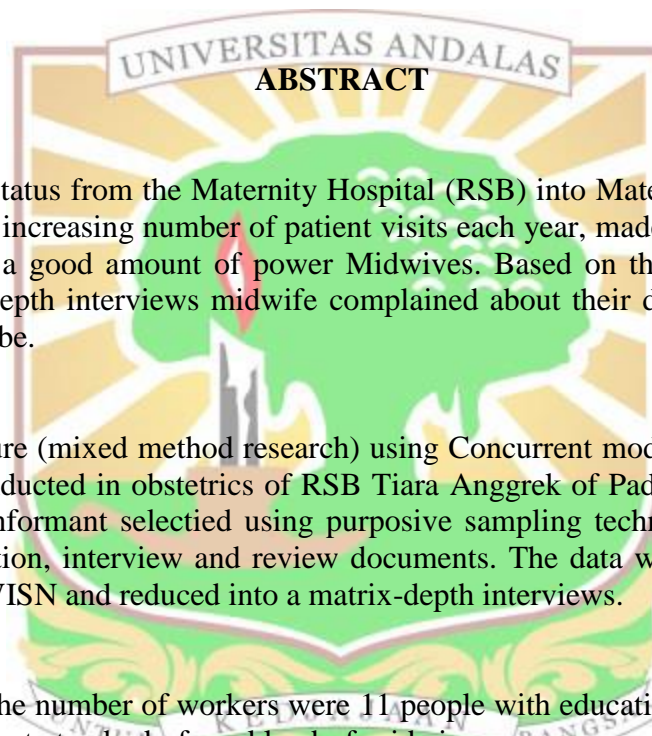
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RIFKI AULIA PENATA, No. BP. 1210333019

**THE ANALYSIS OF THE NEED OF MIDWIFE BY USING WORKLOAD INDICATOR
OF STAFFING NEED (WISN) METHOD IN RSB TIARA ANGGREK OF PADANG,
2016**

xii + 76 pages, 8 tables, 2 figures, 14 appendices



Objectives

The change hospital status from the Maternity Hospital (RSB) into Maternal and Child Hospital (RSIA) as well as the increasing number of patient visits each year, made RSB Tiara Anggrek of Padang need to plan a good amount of power Midwives. Based on the results of preliminary observations and in-depth interviews midwife complained about their duties and functions that do not fit as it should be.

Method

Research was a mixture (mixed method research) using Concurrent models Embedded Strategy. The research was conducted in obstetrics of RSB Tiara Anggrek of Padang City from February to April 2016. The informant selected using purposive sampling technique. The collection of data through observation, interview and review documents. The data were processed using the calculation formula WISN and reduced into a matrix-depth interviews.

Result

The results obtained the number of workers were 11 people with educational background of DIII Midwifery. The highest standard of workload of midwives were supervising drug, and infusion of inpatients, while the lowest were to help pediatricians and midwifery in providing services to the standard clearances of 0.19. Midwives are required based on the calculation WISN at least 18 people and WISN ratio of 0.61 means that 61% the needs of midwives have been met and there is a shortage of 7 midwives.

Conclusion

Based on the calculation WISN, it needed midwives for 18 people. It shows there is a shortage of as many as 7 people. It is suggested that the hospital part of HR planning to consider the addition of power and duties of the midwife adjusted to basic tasks and functions of the midwife that should correspond to the professional standards of midwives so that activities can be run well.

References : 33 (1994-2016)

Keywords : Workload, midwives, WISN, HR