



UNIVERSITAS ANDALAS

**ANALISIS KEBUTUHAN TENAGA ADMINISTRATOR KESEHATAN
DENGAN METODE *WORKLOAD INDICATORS OF STAFFING NEED*
(WISN) DI DINAS KESEHATAN PROVINSI SUMATERA BARAT**

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xiii + 104 halaman, 29 tabel, 1 gambar, 12 lampiran

ABSTRAK

Tujuan Penelitian

Tenaga administrator kesehatan ahli muda di Dinas Kesehatan Provinsi Sumatera Barat masih terdapat kekurangan dimana pada 3 seksi hanya terdiri dari 5 orang tenaga. Penelitian ini bertujuan untuk mengetahui jumlah kebutuhan tenaga adminkes ahli muda di Dinas Kesehatan Provinsi Sumatera Barat berdasarkan beban kerjanya.

Metode

Jenis penelitian ini adalah kualitatif dengan desain studi kasus. Penelitian dilaksanakan pada bulan Maret-Juli 2023. Teknik penentuan informan pada penelitian ini dilakukan secara *purposive sampling*. Teknik pengumpulan data terdiri dari data primer melalui observasi menggunakan formulir *work sampling* dan wawancara mendalam, pada data sekunder melalui telaah dokumen.

Hasil

Hasil penelitian diketahui tenaga adminkes ahli muda lebih banyak perempuan, kegiatan produktif langsung lebih banyak dibandingkan kegiatan lainnya, pada 3 seksi memiliki beban kerja sebesar 90,78% dimana >80% yang termasuk kategori beban kerja tinggi. Kebutuhan tenaga adminkes ahli muda pada seksi SDM (4 orang), seksi yankes primer (3 orang), seksi yankes rujukan (3 orang), dengan rasio WISN 0,5 artinya hanya 50% yang tercapai. Metode yang digunakan dalam perencanaan kebutuhan adalah analisis jabatan analisis beban kerja, perencanaan dilakukan secara berjenjang namun terdapat perbedaan persepsi terkait jumlah tenaga yang dibutuhkan antara dinkes dengan biro organisasi.

Kesimpulan

Jumlah kebutuhan tenaga adminkes ahli muda berdasarkan beban kerja adalah 10 orang, artinya terdapat kekurangan sebanyak 5 orang tenaga, diperlukan pengusulan penambahan tenaga adminkes ahli muda di Dinas Kesehatan Provinsi Sumatera Barat dan mengoptimalkan komitmen dari para pemangku kepentingan agar kekurangan tenaga ini dapat ditindaklanjuti dan terpenuhi.

Daftar Pustaka : 47 (2002-2023)

Kata Kunci : Kebutuhan Tenaga, Beban Kerja, Adminkes, *Work Sampling*, WISN

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ANALYSIS OF THE NEED HEALTH ADMINISTRATOR USING THE WORKLOAD INDICATORS OF STAFFING NEED (WISN) METHOD IN THE WEST SUMATERA PROVINCIAL HEALTH DEPARTMENT

xiii + 104 pages, 29 tables, 1 pictures, 12 attachments

ABSTRACT

Objectives

Junior health administrators at the West Sumatra Provincial Health Departement in 3 sections only consist of 5 junior health administrators. This study aims to determine the number of needs of Junior member health administrator staff at the West Sumatra Provincial Health Department based on their workload.

Method

This type of research is qualitative with a case study research design. The research was conducted from March to July 2023. The technique for determining the informants in this study was carried out by purposive sampling. Data collection techniques consist of primary data through observation using work sampling forms and in-depth interviews, on secondary data through document review.

Result

The results of the study revealed that Junior member health administrators staff were mostly female, direct productive activities are more than other activities, in 3 sections, the workload of 90.78% where it is >80% was included in the high workload category. The need for Junior member health administrators staff in the SDMK section (4 people), the primary health care section (3 people), and the referral health service section (3 people), with a WISN ratio of 0.5 meaning only 50% has been achieved. The method used in the needs planning is job load analysis, planning is carried out in stages but there are differences in perceptions regarding the number of workers needed between the health department and organizational bureaus.

Conclusion

The number of needs for Junior member health administrators staff based on workload is 10 people, meaning that there is a shortage of 5 people, it is necessary to propose additional Junior member health administrators staff at the West Sumatra Provincial Health Department and optimize the commitment of stakeholders so that this shortage of staff can be followed up and achieved.

References : 47 (2002-2023)

Keyword : Manpower Requirement, Workload, Health Administrator, Work Sampling, WISN