SKRIPSI

GAMBARAN BEBAN KERJA DENGAN *TIME AND MOTION STUDY* DAN KEBUTUHAN TENAGA PERAWAT DENGAN *WORKLOAD INDICATOR STAFF NEED* (WISN) DI RUANGAN RAWAT INAP DAHLIA, ASTER, BOUGENVILLE RSUP DR. M. DJAMIL PADANG

Penelitian Manajemen Keperawatan

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Gambaran Beban Kerja Dengan *Time And Motion Study* Dan Kebutuhan Tenaga Perawat Dengan *Workload Indicator Staff Need* (WISN) Di Ruangan Rawat Inap Dahlia, Aster, Bougenville RSUP Dr. M. Djamil Padang

ABSTRAK

Beban kerja perawat yang tinggi merupakan permasalahan global yang berdampak pada kualitas pelayanan, efisiensi kerja, dan kesejahteraan tenaga kesehatan. Fenomena ini juga terjadi di ruang rawat inap Dahlia, Aster, dan Bougenville RSUP Dr. M. Djamil Padang, ditandai dengan ketidakseimbangan antara jumlah perawat dan beban kerja aktual. Rasio perawat-pasien yang tidak ideal, variasi tingkat ketergantungan pasien, serta perbedaan status kepegawaian memperburuk distribusi beban kerja. Penelitian ini bertujuan menggambarkan beban kerja perawat menggunakan metode *Time and Motion Study* serta menghitung kebutuhan tenaga menggunakan metode *Workload Indicators of Staffing Need* (WISN). Desain penelitian adalah kuantitatif deskriptif dengan 39 sampel dari 62 perawat yang dipilih melalui *proportional random sampling*. Data dikumpulkan selama 10 hari menggunakan lembar observasi aktivitas, lalu diolah secara univariat untuk menghitung rata-rata waktu kerja harian dan dimasukkan ke dalam rumus WISN. Hasil menunjukkan beban kerja dengan waktu tertinggi di ruang Aster (764,62 menit), disusul Dahlia (716,41 menit) dan Bougenville (642,71 menit). Kebutuhan tenaga berdasarkan WISN adalah 25 orang di Aster, 21 di Dahlia, dan 16 di Bougenville. Jumlah perawat tersedia yaitu 22 (Aster), 21 (Dahlia), dan 16 (Bougenville). Temuan menunjukkan ruang Aster masih kekurangan tenaga. Penggunaan metode WISN dan sistem penugasan modular yang diawasi secara optimal dapat meningkatkan efisiensi kerja dan mutu pelayanan keperawatan.

Kata Kunci : Beban kerja perawat, *Time and Motion Study, Workload Indicator Staff Need (WISN)*

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Description of Nurse Workload Using Time and Motion Study and Staffing Needs Using the Workload Indicators of Staffing Need (WISN) Method in Dahlia, Aster, Bougenville Inpatient Wards at RSUP DR. M. Djamil Padang

ABSTRACT

The high workload of nurses is a global issue that affects the quality of care, work efficiency, and the well-being of healthcare personnel. This phenomenon also occurs in the inpatient wards of Dahlia, Aster, and Bougenville at RSUP Dr. M. Djamil Padang, marked by an imbalance between the number of nurses and the actual workload. An unequal nurse-to-patient ratio, varying levels of patient dependency, and differences in employment status contribute to inefficient workload distribution. This study aims to describe the nurses' workload using the Time and Motion Study method and calculate staffing needs using the Workload Indicators of Staffing Need (WISN) method. This research employed a descriptive quantitative design with 39 nurses selected from a population of 62 through proportional random sampling. Data were collected over 10 days using observation sheets, then analyzed univariately to obtain average daily work time, which was then entered into the WISN formula. The results show the highest workload time in the Aster ward (764.62 minutes), followed by Dahlia (716.41 minutes) and Bougenville (642.71 minutes). WISN results showed that 25 nurses are needed in Aster, 21 in Dahlia, and 16 in Bougenville, while the available nurses were 22, 21, and 16 respectively. These findings indicate a staffing shortage in the Aster ward. Implementing the WISN method and a well-supervised modular assignment system may improve work efficiency and the quality of nursing services.

Keywords : Nurse workload, Time and Motion Study, Workload Indicators of Staffing Need (WISN)

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