Analisis Kebutuhan Tenaga Kesehatan Instalasi Farmasi Di Beberapa Rumah Sakit Dengan Metode Workload Indicators Of Staffing Need (WISN)

ABSTRAK

Latar Belakang: Tingginya aktivitas tenaga kesehatan dalam menjalankan pelayanan kefarmasian dapat meningkatkan beban kerja tenaga kesehatan. Beban kerja yang berlebih dapat memicu kelelahan dan kurangnya konsentrasi petugas dalam pelayanan kefarmasian sehingga dapat mengakibatkan penurunan mutu pelayanan di Instalasi Farmasi.

Tujuan: Penelitian ini dilakukan untuk mengetahui kebutuhan tenaga kesehatan di Instalasi Farmasi Rumah Sakit beberapa daerah berdasarkan beban kerjanya

Metode: Penelitian ini dilakukan dengan metode studi literatur menggunakan lima artikel referensi nasional maupun internasional yang berkaitan dengan judul dan permasalahan yang akan diteliti.

Hasil: Hasil penelitian analisis kebutuhan tenaga kesehatan berdasarkan artikel referensi di 4 rumah sakit daerah dan 1 rumah sakit luar negeri yang dianalisis metode WISN menunjukkan bahwa tenaga kesehatan yang ada saat ini tidak sesuai dengan beban kerja tenaga kesehatan, ditunjukkan dengan nilai rasio WISN < 1. Rasio WISN dihitung dengan membandingkan kondisi di lapangan dengan hasil perhitungan WISN. Sehingga dapat diartikan bahwa jumlah tenaga saat ini lebih kecil dibandingkan dengan tenaga yang dibutuhkan.

Kesimpulan: kekurangan tenaga kerja dapat mengakibatkan beban kerja yang berlebihan dan menurunnya mutu pelayanan kefarmasian sehingga perlu dilakukan perencanaan perhitungan kebutuhan tenaga kesehatan di rumah sakit dengan metode *Workload Indicators Of Staffing Need* (WISN) berdasarkan beban kerja riil/nyata dari pekerjaan tersebut secara lebih jelas dan terukur.

Kata kunci: beban kerja, tenaga kesehatan, *Workload Indicators Of Staffing Need* (WISN)

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Analysis of the Needs of Health Workers in Pharmacy in Several Hospitals Using the Workload Indicators Of Staffing Need (WISN) Method

ABSTRACT

Background: The high activity of health workers in carrying out pharmaceutical services can increase the workload of health workers. Excessive workload can lead to fatigue and lack of concentration of officers in pharmaceutical services, which can result in a decrease in the quality of service at the Pharmacy Installation.
Objective: This research was conducted to determine the need for health personnel at the Hospital Pharmacy Installation in several areas based on their workload.
Method: This research was conducted with a literature study method using five national and international reference articles relating to the title and the problem to be examined.
Results: The results of the research on the analysis of the needs of health workers based on reference articles in 4 regional hospitals and 1 overseas hospital analyzed by the WISN method show that the current health personnel are not in accordance with the workload of health workers, indicated by the value of the WISN ratio <1.WISN ratio calculated by comparing conditions in the field with the results of WISN calculations. So it can be interpreted that the current amount of energy is smaller than the energy required
Conclusion: Based on the analysis of the needs of health workers in hospital pharmacy installations in several areas with the WISN analysis method, it can be concluded that a shortage of manpower can result in excessive workload and decreased quality of pharmaceutical services, so it is necessary to plan the calculation of the needs of health workers in hospitals using the Workload Indicators Of Staffing method. Need (WISN) so that the hospital can determine the labor requirements based on the real workload of the job in a more clear and measurable way

Keywords: workload, health workers, *Workload Indicators Of Staffing Need* (WISN)