

ABSTRAK

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**Kebutuhan Perawat Puskesmas Berbasis Analisis Beban Kerja
xix + 212 halaman + 36 tabel + 6 gambar + 14 lampiran**

Kebutuhan Perawat Puskesmas ditinjau dari analisis beban kerja sangat diperlukan untuk mengetahui jumlah kebutuhan perawat yang disesuaikan dengan standar-standar pelayanan serta keadaan riil di Puskesmas, terlebih dengan akan ditingkatkannya pelayanan Puskesmas rawat jalan menjadi Puskesmas rawat inap dimana pembangunan infrastruktur harus sejalan dengan pembangunan SDM.

Desain penelitian kualitatif dengan pendekatan studi kasus mulai dari pengambilan data, FGD, NGT, *Work Sampling* sampai wawancara mendalam dengan stakeholder yang berpengalaman terhadap penghitungan kebutuhan pegawai berbasis ABK dan perwakilan perawat itu sendiri. Analisis data dengan menggunakan formulir penghitungan kebutuhan pegawai dari BKN.

Hasil penghitungan kebutuhan perawat untuk rawat inap 9 orang, sebanding dengan perencanaan jumlah tempat tidur yakni 9 (1:1), dimana dibutuhkan 5 perawat terampil dan 4 perawat ahli. Kebutuhan perawat di rawat jalan yang meliputi BP, UKM dan Pustu jumlahnya lebih besar yakni 26 orang dengan rincian perawat terampil 16 orang dan perawat ahli 10 orang atau 1 perawat melayani 1.458 jiwa atau 456 keluarga.

Saran yang disampaikan kepada Puskesmas Rembang 2 adalah dipenuhinya kebutuhan perawat dengan mempertimbangkan inovasi pelayanan keperawatan untuk mengurangi beban SDM yang besar, dibentuknya komite keperawatan oleh DKK sebagai instansi pembina jabatan fungsional, penetapan diagnosa keperawatan baku dan sistem informasi pelayanan asuhan keperawatan untuk menggambarkan tingkat kemandirian individu, keluarga, kelompok dan masyarakat di Kabupaten Rembang dalam perawatan dirinya serta saran untuk para akademisi untuk menggali lebih banyak lagi tentang beban kerja fungsional lain dibidang kesehatan sehingga tujuan pembangunan kesehatan nasional bisa tercapai.

Kata kunci : Kebutuhan, Perawat, Puskesmas, Analisis Beban Kerja
Kepustakaan : 47 (1990-2014)

ABSTRACT

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**A Nurse's Necessity at Health Centre based on Workload Analysis
xix + 212 pages + 36 tables + 6 figures + 14 appendices**

A nurse's necessity at a health centre viewed from workload analysis is required to identify a nurse's necessities adjusted with service standards and real condition at a health centre. This requirement is in accordance with the change of an outpatient health centre status to be an inpatient health centre in which infrastructure and human resource need to be improved.

This was a qualitative study using case study approach started from data collection, FGD, NGT, work sampling, to indepth interview with stakeholders who had experiences in calculating an employee's necessities based on ABK and nurse representative. Furthermore, data were analysed using a form to calculate an employee's necessities obtained from BKN.

The results of calculation of a nurse's necessities showed that number of nurses required for an inpatient unit were nine persons consisted of five skilled nurses and four expert nurses. This number was equal to nine beds that were required (1:1). On the other hand, number of nurses required for an outpatient unit including BP, UKM, and Pustu were 26 persons (16 skilled nurses and 10 expert nurses) or 1 nurse served 1,458 people or 456 families.

Rembang 2 Health Centre needs to fulfil a nurse's necessities by considering innovation of nursing services to reduce burden of human resource. A nursing committee needs to be formed by District Health Office as an institution that is responsible to supervise functional positions. Standards of nursing diagnosis and an information system of nursing care services need to be determined in order to describe an autonomy level of individual, family, group, and community in District of Rembang in terms of self-care. In addition, academics need to conduct further research regarding workload of other functional positions in health in order to achieve goals of national health development.

Keywords : Necessity, Nurse, Health Centre, Workload Analysis
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