

ABSTRACT

ANALISIS KEBUTUHAN TENAGA KERJA KEFARMASIAN MENGUNAKAN METODE WISN DI RUANG PELAYANAN LOGISTIK MEDIS RSI SURABAYA JEMURSARI

Egidia Meilani

Human resources are one of the factors in improving the quality of hospital services. This study aims to analyze the need for labor in the medical logistics service room at RSI Surabaya Jemursari. This research uses the Workload Indicator of Staffing Need (WISN) method and this research is qualitative research. The sample in this study were all 6 medical logistics service room officers, and the activities of medical logistics service room staff. Data collection was carried out by observation using time study techniques to find out the time used to complete activities, in-depth interviews and document review. The data is then processed using the Workload Indicator of Staffing Need (WISN) method to calculate the standard for optimal workforce requirements. The research location was carried out in the medical logistics service room at RSI Surabaya Jemursari. The research was conducted in April-May 2023. The available working time data is 112,140 minutes/year. Based on the results of the analysis using the WISN method, it is known that the number of officers in charge of the medical logistics service room required is 1.02 with a WISN ratio of 0.97 (=1), while 4.54 pharmaceutical technical personnel are required with a WISN ratio value 1.09 (=1). It was concluded that currently the number of employees in the medical logistics service room at RSI Jemursari Surabaya is in accordance with the staff needed to cope with the existing workload.

Keywords : Needs Analysis, Pharmaceutical Workforce, WISN