

ABSTRACT

ANALISIS BEBAN KERJA TUGAS POKOK TENAGA KEFARMASIAN MENGUNAKAN METODE *FULL TIME EQUIVALENT* (FTE) DI RUANG PELAYANAN LOGISTIK MEDIS (Studi dilakukan di RS Islam Surabaya Jemursari)

Isna Dian Kartikasari

Optimization of human resources can increase efficiency, productivity in the running of all activities within the hospital. Therefore, one of the things that can be done in optimizing human resources is to analyze / measure workload. The overload that an employee receives can lead to physical and mental fatigue that can affect the results of his work. If an employee's workload is too little, they tend to do monotonous work and feel bored. The boredom will reduce vigilance in completing work. The workload analysis conducted in the study aims to determine the workload received by each employee in the Medical Logistic Service Room of Islamic hospital Jemursari Surabaya. The study was conducted during April 2023 - May 2023 and consists of an interview with the person in charge of the room and direct observation of all existing employees. The FTE value index is divided into 3 category, the underload category (0 - 0.99), the normal category (1 - 1.28), and the overload category (> 1.28). Based on workload analysis with the *Full Time Equivalent* (FTE) method, it is known that 1st employee workload is 0,97 (*underload*), 2nd employee workload is 0,67 (*underload*), 3rd employee workload is 0,81 (*underload*), 4th employee workload is 0,86 (*underload*), 5th employee workload is 0,74 (*underload*), 6th employee workload is 0,73 (*underload*). Therefore, the number of tasks / activities needs to be adjusted.

Keywords : Workload anlysis, Full Time Equivalent (FTE), Medical Logistics Service Room