

ANALYSIS OF LABOR REQUIREMENTS IN NUTRITIONAL INSTALLATIONS USING THE WORKLOAD INDICATOR OF STAFFING NEEDS METHOD (WISN) AT KALISAT RSD JEMBER

Muhammad Mushlih Al ‘Aadil

Program Studi Gizi Klinik

Jurusan Kesehatan

ABSTRACT

Health Human Resources Planning (HHRP) is the main determinant of the success of developing a country's health system. The importance of effective and efficient HRM management in hospitals supports the success of health services. The Workload Indicator of Staffing Needs (WISN) method is an objective and reliable approach that is generally used to measure HHRP needs. This research focuses on evaluating workforce needs at the Kalisat Jember Regional Hospital (RSD) Nutrition Installation using the WISN Method. This research aims to determine the need for workers in nutrition installations using the WISN Method at RSD Kalisat Jember. This research uses a semi-qualitative mixed-methods research approach with case study and document study models. This research was conducted on the Nutrition Installation staff at RSD Kalisat Jember, consisting of the Head of the Nutrition Installation, Supervising Nutritionist, First Expert Nutritionist, Skilled Nutritionist, Waiter, and Cook. Data collection in this research involved observation, interviews, and documentation of each staff member. Data from observations, interviews, and documentation are used to calculate and analyze workforce needs using the WISN method. The WISN calculation results show that the staff requirements for each position are that the Head of the Nutrition Installation needs 1 person, the Supervisory Nutritionist needs 1 person, the First Expert Nutritionist needs 4 people, the Skilled Nutritionist needs 3 people, the Cook needs 4 people, and the Waiter needs 3 people. The calculation results using WISN are by the existing staff at the Kalisat Jember RSD Nutrition Installation, except for the First Expert Nutritionist position. Based on calculations, the human resource requirement for the First Expert Nutritionist position should be 4 people, while the current personnel is only 3 people. Thus, it was concluded that there was a need for an additional staff member in the position of First Expert Nutritionist. Meanwhile, other positions do not require additional staff.

Keywords : Nutrition Workforce, Hospital, Workload Indicator of Staffing Needs, WISN