

Analisis Kebutuhan Tenaga Ahli Teknologi Laboratorium Medik Berdasarkan Beban Kerja di Unit Laboratorium Klinik Rumah Sakit Santa Maria Pekanbaru

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Abstrak

Tantangan utama unit laboratorium klinik di rumah sakit saat ini adalah melakukan efisiensi biaya terutama biaya sumber daya manusia. Di sisi lain pasien dan dokter menginginkan hasil pemeriksaan laboratorium yang lebih cepat dan akurat. Penelitian ini bertujuan untuk mengetahui jumlah kebutuhan ahli teknologi laboratorium medik berdasarkan beban kerja di Unit Laboratorium Klinik Rumah Sakit Santa Maria Pekanbaru. Metode penelitian yang digunakan adalah operational research dengan analisis kuantitatif dan kualitatif. Analisis beban kerja dilakukan terhadap seluruh tenaga ahli teknologi laboratorium medik yang berjumlah 15 orang dengan metode kombinasi work sampling dan daily log. Perhitungan kebutuhan tenaga dilakukan dengan 3 metode yaitu Metode Ilyas, Metode WISN, dan Metode Full Time Equivalent. Hasil penelitian adalah dibutuhkan 18 orang tenaga ahli teknologi laboratorium medik menurut Metode Ilyas, 21 orang menurut Metode WISN, dan 17 orang menurut Metode Full Time Equivalent. Disarankan kepada Rumah Sakit Santa Maria Pekanbaru agar menambah 3 orang tenaga ahli teknologi laboratorium medik. Kata kunci : Ahli teknologi laboratorium medik, beban kerja, kebutuhan tenaga

The main challenge of the clinical laboratory unit in hospitals today is to carry out cost efficiency, especially the cost of human resources. On the other hand, patients and doctors want the results of laboratory tests that are faster and more accurate. This study aims to determine the number of medical laboratory technology experts needs based on workload at the Clinical Laboratory Unit of the Santa Maria Pekanbaru Hospital. The research method used is operational research with quantitative and qualitative analysis. Workload analysis was carried out on all 15 medical laboratory technology experts with a combination of work sampling and daily log methods. Calculation of workforce needs is carried out with 3 methods, namely the Ilyas Method, the WISN Method, and the Full Time Equivalent Method. The results of research were the needs of 18 medical laboratory technology experts according Ilyas Method, 21 person according WISN Method, and 17 person according Full Time Equivalent Method. It was recommended to the Santa Maria Pekanbaru Hospital to add 3 medical laboratory technology experts. Keywords: Medical laboratory technology experts, workload, workforce needs