

ABSTRACT

Nurses requirement in hospital is an important factor that needs attention in order to increase health service quality at hospital. In adequate between the amount of nurses and the number of requirement for nurses is a problem that needs to be studied, one of the way to solve this problem is by knowing the exact nurses's workload. The research's purpose is to analyze the workload of the nurses by using time and motion study in order to determine the requirements of nurses at IRNA in RS Muhammadiyah Surabaya with use formula PPNI, Gillies, Nina, and WISN (Workload Indicator Staff Need).

This research was held in March – April 2010 during the period 2 weeks (14 days). It is a descriptive research conducted by using observation on the nurses working hour to measure the work load objectivity. The respondent in this research are nurses at IRNA in RS Muhammadiyah Surabaya determined by total population.

The result of this research indicates that the averages of effective workload for one nurse each is 6.67 hours per nurse per day. While the average the objective workload for all of nurse in a day is 33.35 hours per day. The calculation on the amount of nurses needed according to formula PPNI is 10 nurses, according to formula Gillies is 7 nurses, according to formula Nina is 4 nurses, and according formula WISN (Workload Indicator Staff Need) is 8 nurses.

In conclusion, the number of the nurses needed at IRNA in RS Muhammadiyah Surabaya is 5 nurses not incorrect according to be calculation using formula PPNI, Gillies, Nina, and WISN (Workload Indicator Staff Need). And the writers recommended to use WISN (Workload Indicator Staff Need) formula for measurement the need of nurses at IRNA in RS Muhammadiyah Surabaya.

Keyword: *workload, requirement amount of nurses, and time and motion study*