ABSTRACT

Data of BOR and total number of patient bed can be used for calculation of nursing needed. RSUD dr. Saiful Anwar Malang is type “A” education hospital. There are unsuitable between total number of Intensive Care Unit (ICU) room with nursing needed. Based on Gilles’s formula count, the number of nurses exceeded over 4 nurses; with Nina’s formula count, showed the exceeding number of nurses were 5; with ICU’s formula there were over 2 nurses. It requires analysis of workload to describe the quality and quantity of employment nurses in Intensive Care Unit (ICU) room of RSUD dr. Saiful Anwar Malang.

This research was an observational research. Indepth interview and observation were conducted at 28 respondent, drawn from a population by total Population. Dependent variable surveyed were characteristic of nurse, objective workload, subjective workload, nurse competency and organization regulation.

The result of subjective work load, showed that were 71.42% nurses felt over workloade. Time and motion study result, that were 67.99% of effective time work. The cross tabulation analysis between subjective and objective work load with nurse competency, showed that there was 46.40% ideal work load of nurse who had be done diplome education. Nurse who took part in training (53.60%) had ideal work load. Nurse who less experience (42.90%) had ideal workload. Nurse who had been served as leader nurse (42.90%) was ideal workload. It can be concluded that there was a balance in subjective and objective workload, as well as nurse competency. Work rotation of nurse, rewards, incentives, and coherent punishment can improve performance and reduce workload.

Keywords: nurse competence, objective workload, subjective workload, time and motion study