

NUTRITIONIST STAFFING NEEDS ANALYSIS USING THE *WORKLOAD INDICATORS OF STAFFING NEED* (WISN) METHOD AT KANJURUHAN REGIONAL HOSPITAL, MALANG REGENCY

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ABSTRACT

Background: The workforce is a key asset that determines the quality of hospital services. Analyzing staffing needs is important as it provides critical data to support strategic decision-making in human resources, including recruitment, training, and workforce development. **Objective:** This study aims to analyze the staffing needs of nutritionists using the Workload Indicators of Staffing Need (WISN) method at Kanjuruhan Regional Hospital, Malang Regency. **Method:** This research employed a descriptive observational method conducted in October 2024. The study population consisted of 13 active nutritionists working at Kanjuruhan Regional Hospital during 2023–2024. The sample was determined using the total sampling method, resulting in 12 respondents. Data analysis was conducted by calculating staffing requirements using the Workload Indicators of Staffing Need (WISN) formula. **Results:** The results showed that the available working time for nutritionists in all units, except the food service section, was 1,712 hours per year, while for food production supervisors, it was 1,988 hours per year. Observations revealed that task distribution among units was still uneven, as indicated by some nutritionists handling duties across two units. **Conclusion:** Based on the gap analysis, it was found that the Food Production and Distribution Unit Coordinator, Logistics Staff, and Food Production Supervisor were understaffed, while Inpatient Nutritionists were overstaffed. The WISN ratio analysis confirmed that the three positions in the Food Production and Distribution Unit are currently experiencing a shortage of staff, whereas the Inpatient Nutritionists have a surplus when compared to their annual workload.

Keywords: staffing needs, nutrition installation, WISN