

# ANALISIS KEBUTUHAN TENAGA PENGOLAH BERDASARKAN BEBAN KERJA DENGAN METODE WORKLOAD INDICATOR OF STAFFING NEED (WISN) DI UNIT GIZI RSI AMINAH BLITAR

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## ABSTRAK

**Latar Belakang :** Dibutuhkan pelayanan gizi rumah sakit yang bermutu guna mencapai kualitas gizi dan penyembuhan pasien yang optimal serta sebagai penunjang akreditasi rumah sakit berdasarkan JCI. Pelayanan gizi rumah sakit yang bermutu membutuhkan SDM bermutu. Berdasarkan Keputusan Menteri Kesehatan Nomor 81/MENKES/SK/2004 tentang Pedoman Pelayanan Perencanaan SDM Kesehatan di Tingkat Provinsi, Kabupaten/Kota, serta Rumah Sakit, kebutuhan SDM kesehatan dapat dihitung dengan metode WISN. Perhitungan kebutuhan SDM dengan metode ini lebih mudah untuk digunakan, komprehensif, serta realistis. **Tujuan Penelitian :** Mengetahui beban kerja dan kebutuhan tenaga pengolah berdasarkan beban kerja dengan metode WISN di Unit Gizi RSI Aminah Blitar. **Metode Penelitian :** Jenis penelitian ini adalah observasional analitik dengan metode kualitatif. Penelitian dilaksanakan pada bulan Januari 2025. Populasi studi penelitian adalah tenaga pengolah di Unit Gizi RSI Aminah Blitar. Sampel dengan jumlah dua orang tenaga pengolah. Pengumpulan data menggunakan metode *work sampling*. **Hasil Penelitian :** Beban kerja tenaga pengolah bagian persiapan sebesar 76,19%, sedangkan pada kegiatan pengolahan beban kerja sebesar 113,69% pada shift pagi dan 104,17% pada shift sore. Persentase ini menunjukkan beban kerja yang ditanggung tenaga pengolah berada pada kategori tinggi. Jumlah optimal kebutuhan tenaga pengolah berdasarkan penghitungan metode WISN sebanyak lima orang. Jumlah tenaga pengolah di Unit Gizi RSI Aminah Blitar saat ini sebanyak empat orang. Unit Gizi RSI Aminah Blitar kekurangan tenaga pengolah sebanyak satu orang. **Kesimpulan :** Berdasarkan perhitungan WISN, jumlah optimal tenaga pengolah sebanyak lima orang. Untuk itu Unit Gizi di RSI Aminah Blitar membutuhkan satu orang tenaga pengolah tambahan.

**Kata Kunci :** beban kerja, kebutuhan tenaga pengolah, unit gizi rumah sakit, *Workload Indicator of Staffing Need*

# ANALYSIS OF PROCESSING PERSONNEL NEEDS BASED ON WORKLOAD USING THE WORKLOAD INDICATOR OF STAFFING NEED (WISN) METHOD AT THE NUTRITION UNIT OF RSI AMINAH BLITAR

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## ABSTRACT

**Background :** Quality hospital nutrition services are needed to achieve optimal nutritional quality and patient healing and as a support for hospital accreditation based on JCI. Quality hospital nutrition services require quality human resources. Based on the Decree of the Minister of Health Number 81/MENKES/SK/2004 concerning Guidelines for Health Human Resources Planning Services at the Provincial, Regency/City, and Hospital Levels, the need for health human resources can be calculated using the WISN method. Calculating human resource needs with this method is easier to use, comprehensive, and realistic. **Research Objective :** To determine workload and processing personnel need based on workload using the WISN method at the Nutrition Unit of RSI Aminah Blitar. **Research Method :** This type of research is observational analysis with a qualitative method. The research will be carried out in January 2025. The population of the research study is the workforce at the Nutrition Unit of RSI Aminah Blitar. The sample was two people of processing personnel. Data collection uses the work sampling method. **Research Results :** The workload of the preparation processing staff was 76,19%, while in the processing activities the workload was 113,69% in the morning shift and 104.17% in the afternoon shift. This percentage shows that the workload borne by the processor is in the high category. The optimal number of processing personnel needed based on the calculation of the WISN method is five people. The number of processing staff at the Nutrition Unit of RSI Aminah Blitar is currently four people. The Nutrition Unit of RSI Aminah Blitar lacks as many processing personnel as one person. **Conclusion :** Based on WISN's calculations, the optimal number of processing personnel is five people. For this reason, the Nutrition Unit at RSI Aminah Blitar requires one additional processing person.

**Keywords :** hospital nutrition units, processing personnel needs, workload, Workload Indicator of Staffing Need