

POLITEKNIK KESEHATAN TANJUNGPUR
JURUSAN GIZI
Tugas Akhir, Juni 2022

Santika

Analisis Ketenagaan di Instalasi Gizi Rumah Sakit Umum Daerah Zainal Abidin Pagaralam Way Kanan Tahun 2022

Xii, 58 halaman + 7 tabel, 3 gambar, 6 lampiran

ABSTRAK

Sumber daya manusia merupakan aset paling penting yang harus dimiliki oleh organisasi atau perusahaan. Semakin baik pelayanan Gizi yang diberikan di rumah sakit, maka semakin banyak pula standar akreditasi rumah sakit tersebut. Dalam upaya menjamin pelaksanaan pelayanan Gizi yang optimal di Rumah Sakit diperlukan adanya standar kebutuhan tenaga Gizi secara lebih rinci yang memuat jenis dan jumlah tenaga gizi (Permenkes, Tahun 2013).

Tujuan dari penelitian ini adalah untuk menganalisis ketenagaan gizi di instalasi Rumah Sakit Umum Daerah Zainal Abidin Pagaralam Kabupaten Way Kanan. Sampel yang digunakan adalah seluruh tenaga kerja yang ada di instalasi gizi rumah sakit. Analisis data pada penelitian ini menggunakan analisis deskriptif yaitu dengan membandingkan hasil yang diperoleh dengan jumlah tenaga yang ada saat ini menggunakan metode perhitungan *Indicator Staffing Need (ISN)* dan *US Department of Health and Human Service*. Rumus *Indicator Staffing Need (ISN)* memperhitungkan jenis tenaga kerja yang ada dengan satu persatu ketenagaan, sedangkan rumus *US Department of Health and Human Service* lebih memperhitungkan berdasarkan konsumen, kerja menit/porsi hidangan dan berdasarkan jumlah unit kerja.

Hasil perhitungan kebutuhan tenaga kerja di instalasi gizi RSUD Zainal Abidin Pagaralam yaitu RSUD Zainal Abidin Pagaralam kekurangan 1 orang tenaga ahli gizi dan 1 orang tenaga pemasak menurut rumus *Indicator Staffing Need (ISN)* dan kekurangan 4 orang tenaga ahli gizi menurut *US Department of Health and Human Service*. Dari uraian tenaga kerja yang ada di RSUD Zainal Abidin Pagaralam masih belum sesuai dikarenakan dibutuhkan tenaga pendukung seperti tataboga, operator komputer, tata usaha dan pekarya.

Penambahan tenaga kerja ahli gizi RSUD Zainal Abidin Pagaralam perlu dilakukan berdasarkan kualifikasi sumber daya manusia dan tenaga pendukung sesuai bidang kerjanya masing-masing untuk pelayanan gizi yang maksimal.

Kata kunci : Ketenagaan, instalasi gizi, kualifikasi gizi.
Daftar bacaan : 19 (2001-2019)

**HEALTH POLYTECHNIC OF TANJUNGPUR
NUTRITION DEPARTMENT
Final Project, June 2022**

Santika

**Manpower Analysis in the Nutrition Installation of Regional General
Hospitals Zainal Abidin Pagaralam Way Kanan in 2022**

Xii, 58 pages + 7 tables, 3 pictures, 6 attachments

ABSTRACT

Human Resources is the most important asset that must be owned by an organization or company. The better the nutritional services provided at the hospital, the more the hospital's accreditation standards. In an effort to ensure the implementation of optimal nutrition services in hospitals, it is necessary to have a standard for nutritional needs in more detail that includes the type and number of nutrition workers (Permenkes, 2013).

The purpose of this study was to analyze the nutritional workforce in the installation of the Zainal Abidin Regional General Hospital Pagar Alam, Way Kanan Regency. The sample used is all workers in the hospital nutrition installation. Data analysis in this study used descriptive analysis, namely by comparing the results obtained with the current number of employees using the Indicator Staffing Need (ISN) calculation method. The Indicator Staffing Need (ISN) formula takes into account the type of workforce available one by one, while the US department of health and human service formula takes into account more based on consumers, working minutes/servings of dishes and based on the number of work units.

The results of the calculation of the need for labor in the nutrition installation of the Zainal Abidin Pagaralam Hospital, namely Zainal Abidin Pagaralam Hospital lacks 1 nutritionist and 1 cook according to the Indicator Staffing Need (ISN) formula and lacks 4 nutritionists according to the US department of health and human service. From the description of the workforce in the Zainal Abidin Pagaralam Hospital, it is still not appropriate because it requires supporting staff such as catering, computer operators, administration and workers.

The addition of nutritionists at the Zainal Abidin Pagaralam Hospital needs to be done based on the qualifications of human resources and support staff according to their respective fields of work for maximum service.

Keywords : Manpower, nutrition installation, nutritional qualification.

Reference : 19 (2001-2019)