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DEPARTEMEN ADMINISTRASI DAN KEBIJAKAN KESIHATAN
FAKULTAS KESEHATAN MASYARAKAT
UNIVERSITAS AIRLANGGA
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Optimization Of Nursing Staff Utilization Through Job Redesign

Optimalisasi Penggunaan Tenaga Keperawatan Melalui Job Redesign

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Abstract

Within the year of 2007-2009 there was an inefficiency of nursing staff utilization (work under-load) at Negara Regency General Hospital indicated by the number of patients at the out-patient unit only 3-16 patients per day and the average of BOR at the in-patient unit is 57.71-62.02%. The general objective of this study is to arrange a recommendation on the optimization of nursing staff utilization at Negara Regency General Hospital through job redesign. This is a descriptive study with an observational survey. The technique of sample collecting uses total samples of 43 respondents in 8 units. The instrument of this study uses observation method and questionnaires. The result of this study reveals that the majority of nurses' education is a level of D-3, there are some job descriptions which are not implemented either at the out-patient units or the in-patient units. Besides, the work is under-load at both in-patient units and out-patient units except Internal Diseases polyclinic. Job design at the in-patient units consisting of autonomy, task variety, task identity, task significance is categorized as mediocre and feedback element is considered high. Whereas for out-patient units, the task variety is categorized as mediocre while autonomy, task identity, task significance and feedback are considered high.

Keyword : nursing, staff, utilization, job, redesign, work, load,

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