

## ABSTRAK

Bidan sebagai ujung tombak dalam upaya penurunan angka kematian dan kesakitan ibu. Karena bidan diharapkan dapat memberikan pelayanan sesuai dengan profesinya, mereka harus mampu melakukannya dan memiliki keterampilan yang diperlukan. Kondisi ideal rasio bidan yaitu 1:1.000 penduduk, Namun Distribusi tenaga kesehatan belum merata di Indonesia. Tujuan penelitian menganalisis beban kerja dan kebutuhan tenaga bidan di UPT Puskesmas Bangli Utara. Tujuan penelitian menganalisis beban kerja dan kebutuhan tenaga bidan di UPT Puskesmas Bangli Utara.

Jenis penelitian kualitatif dengan pendekatan WISN. Besar sampel 4 orang bidan yang diambil secara *total sampling*. Hasil penelitian kegiatan langsung bidan yang paling banyak melakukan anamnesa dan pemeriksaan pasien, waktu kerja 96.840 menit/tahun, standar beban kerjanya 19.368, jumlah waktu kelonggaran 0,274, jumlah bidan yang dibutuhkan adalah 6 orang.

Kesimpulan jumlah kebutuhan tenaga bidan berdasarkan beban kerja di UPT Puskesmas Bangli Utara yaitu 6 orang dengan menggunakan metode WISN. Sehingga dari 4 orang bidan yang ada di UPT Puskesmas Bangli Utara masih terdapat kekurangan lagi 2 orang.

**Kata Kunci :** WISN, UPT Puskesmas Bangli Utara, Beban Kerja

## **ABSTRACT**

*Midwives as the spearhead in efforts to reduce maternal mortality and morbidity. Because midwives are expected to provide services in accordance with their profession, they must be able to do so and have the necessary skills. The ideal condition of the midwife ratio is 1: 1.000 population, but the distribution of health workers is not evenly distributed in Indonesia. The purpose of the study was to analyze the workload and staffing needs of midwives at UPT Puskesmas Bangli Utara. The purpose of the study was to analyze the workload and staffing needs of midwives at UPT Puskesmas Bangli Utara.*

*Qualitative research type with WISN approach. The sample size was 4 midwives who were taken by total sampling.*

*The results of the study of direct activities of midwives who mostly do anamnesa and patient examination, working time 96,840 minutes / year, workload standard 19,368, the amount of leeway time 0.274, the number of midwives needed is 6 people.*

*The conclusion is that the number of midwives needed based on workload at UPT Puskesmas Bangli Utara is 6 people using the WISN method. So that of the 4 midwives at UPT Puskesmas Bangli Utara there is still a shortage of 2 more people.*

**Keywords:** *WISN, UPT Puskesmas Bangli Utara, Workload*