

## Rancangan *Job Description* Unit Gizi PT. MD yang Bergerak Pada Industri Kesehatan di Kota Surabaya

**Intisari.** Pelayanan gizi di rumah sakit memiliki peran penting dalam mendukung pemulihan pasien serta meningkatkan derajat kesehatan secara keseluruhan. Namun, efektivitas pelayanan tersebut sangat bergantung pada kejelasan dan keteraturan *job description* bagi tenaga di unit gizi. Penelitian ini bertujuan untuk merancang *job description* bagi Unit Gizi PT. MD yang sesuai dengan kondisi nyata, regulasi profesi, kebutuhan perusahaan, memastikan kejelasan peran dan penentuan indikator kerja. Penelitian menggunakan metode *Research and Development* (R&D) level satu, yang mencakup tahapan identifikasi potensi dan masalah, studi literatur, pengumpulan informasi, perancangan rancangan, serta validasi desain. Validasi dilakukan melalui penilaian praktisi dengan menggunakan skala kelayakan. Hasil penelitian menunjukkan bahwa seluruh rancangan *job description* yang mencakup identifikasi pekerjaan, ringkasan pekerjaan, tugas dan tanggung jawab, wewenang standar kinerja, kondisi kerja, serta spesifikasi pekerjaan memperoleh nilai validasi  $> 75$ . Dengan nilai rancangan *job description* kepala unit gizi yaitu 84,73, staf gizi klinik yaitu 87,36, dan staf gizi MSPM yaitu 85,49. Sehingga seluruh rancangan *job description* dinyatakan valid. Meskipun demikian, terdapat beberapa komponen yang memerlukan perbaikan untuk menyempurnakan kejelasan, konsistensi, serta kesesuaian antarbagian. Dengan demikian, rancangan *job description* unit gizi PT. MD layak digunakan setelah melalui revisi sesuai masukan dari para ahli dan praktisi. **Kata Kunci:** pelayanan gizi rumah sakit, *job description*, penelitian dan pengembangan, validasi, PT. MD

### *Job Description Design for the Nutrition Unit of PT. MD, a Healthcare Industry Company in Surabaya*

**Abstract.** Nutritional services in hospitals play an important role in supporting patient recovery and improving overall health status. However, the effectiveness of these services heavily relies on the clarity and organization of job descriptions for staff in the nutrition unit. This research aims to design job descriptions for the Nutrition Unit of PT. MD that are suitable for real conditions, professional regulations, and company needs, ensuring role clarity and the determination of work indicators. The research uses the first level of the Research and Development (R&D) method, which includes the stages of identifying potential and problems, literature study, information gathering, design development, and design validation. Validation is carried out through practitioner assessment using a feasibility scale. The research results indicated that all job description designs, including job identification, job summary, duties and responsibilities, authority, performance standards, working conditions, and job specifications, received a validation score  $> 75$ . The validation scores for the head of the nutrition unit job description design were 84.73; for clinical nutrition staff it was 87.36, and for MSPM nutrition staff it was 85.49. Therefore, the entire job description design is declared valid. Nevertheless, there are still some components that require improvement to enhance clarity, consistency, and coherence between sections. Therefore, the draft job description for the nutrition unit of PT. MD is suitable for use after revisions based on feedback from expert and practitioners.

**Keywords:** hospital nutrition services, job description, research and development, validation, PT. MD