ABSTRACT

Nursing Staff Availability and Requirements Based on Workload Analysis at East Kalimantan Provincial Eye Hospital

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Background : Inadequate nurse staffing has been associated with increased workloads and missed nursing care, potentially compromising patient safety and quality of care. Assessing staffing adequacy against workload-based requirements is therefore important for nursing workforce planning.

Objective : This study aimed to describe nursing staff availability, workload-based requirements, and staffing gaps at East Kalimantan Provincial Eye Hospital in 2026.

Research Methods/ Implementation Methods : This descriptive quantitative study used 2026 staffing and Job Analysis–Workload Analysis (ANJAB–ABK) records for 34 nurses (total sampling). Across five nursing job levels, the hospital calculated staffing estimates as annual task volume multiplied by time norm and divided by 1,250 effective working hours per nurse annually, following Indonesian Ministry of Administrative and Bureaucratic Reform Regulation No. 1/2020. Estimates were summed by level. The researchers compared documented final staffing requirements with available nurses to calculate shortages and fulfillment rates.

Results : Among the 34 nurses, 68% held bachelor's degrees in nursing and professional nurse qualifications, and 76% had under five years experience. Available versus required nurses were Skilled (Terampil) 8/12, Proficient (Mahir) 2/12, Supervisory-level (Penyelia) 2/10, First-level Expert (Ahli Pertama) 16/20, and Junior Expert (Ahli Muda) 6/12. Overall, 34 of 66 required nurses were available (51.5%), leaving a shortage of 32. Fulfillment was lowest among Proficient (16.7%) and Supervisory-level nurses (20.0%).

Conclusion/Lesson Learned : Nursing staff availability met 51.5% of workload-based requirements, with a gap of 32 nurses across all nursing levels, particularly among Advanced Skilled Nurses and Supervisors.

Keyword : nursing staff; staffing requirements; gap; eye hospital

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