

## DAFTAR PUSTAKA

- Akbar, M. I., & Ali, L. (2020). Kajian Kebutuhan Tenaga Dokter Umum Dengan Menggunakan Metode Workload Indicator Staff Need (WISN) Di Poli Umum Dan Unit Gawat Darurat (UGD) Rsud Kabupaten Buton Utara. *MIRACLE Journal Of Public Health*, 3(2), 153–162.
- Alam, S., Raodhah, S., & Surahmawati, S. (2018). Analisis Kebutuhan Tenaga Kesehatan (Paramedis) Berdasarkan Beban Kerja Dengan Menggunakan Metode Workload Indicator Staffing Needs (WISN) di Poliklinik Ass-Syifah UIN Alauddin Makassar. *Al-Sihah: The Public Health Science Journal*.
- Al-Dabbagh, S. A., Sulaiman, H. M., & Abdulkarim, N. A. (2022). Workload assessment of medical doctors at primary health care centers in the Duhok governorate. *Human Resources for Health*, 19(Suppl 1), 117.
- Armstrong, M., & Taylor, S. (2023). *Armstrong's handbook of human resource management practice: A guide to the theory and practice of people management*. Kogan Page Publishers.
- Asres, G. D., & Gessesse, Y. K. (2024). Workload Indicators of Staffing Need (WISN) method for health workforce planning at health facility: A scoping review. *Human Factors in Healthcare*, 100078.
- Astuti, E. K., & Sh, M. (2009). *Transaksi Terapeutik dalam upaya pelayanan medis di Rumah sakit*. Citra Aditya Bakti.
- Bakker, A. B., & Demerouti, E. (2017). Job demands–resources theory: Taking stock and looking forward. *Journal of Occupational Health Psychology*, 22(3), 273.
- dan Jackson, M. (2009). Manajemen Sumber Daya Manusia. *Edisi Kesepuluh*. Jakarta: Salemba Empat.

- DeCenzo, D. A., Robbins, S. P., & Verhulst, S. L. (2016). *Fundamentals of human resource management*. John Wiley & Sons.
- Dessler, G. (2011). Human resource management twelfth edition. *Upper Saddle River, New*.
- Dewi, N., & Pattimahu, D. M. (2019a). Analisis Kebutuhan Tenaga Dokter Umum di Unit Gawat Darurat RS Islam PKU Muhammadiyah pada Tahun 2018. *Techno: Jurnal Penelitian*, 8(1), 271–277.
- Dewi, N., & Pattimahu, D. M. (2019b). Analisis Kebutuhan Tenaga Dokter Umum di Unit Gawat Darurat RS Islam PKU Muhammadiyah pada Tahun 2018. *Techno: Jurnal Penelitian*, 8(1), 271–277.
- Gialama, F., Saridi, M., Prezerakos, P., Pollalis, Y., Contiades, X., & Souliotis, K. (2019). The implementation process of the Workload Indicators Staffing Need (WISN) method by WHO in determining midwifery staff requirements in Greek Hospitals. *European Journal of Midwifery*, 3, 1.
- Hsiao, C.-J., Hing, E., & Ashman, J. (2014). *Trends in electronic health record system use among office-based physicians, United States, 2007-2012* (Issue 75). US Department of Health and Human Services, Centers for Disease Control and ....
- Kamumu, R., Muhammad, I., & Wahdah, G. (2023). The Analysis of Doctors' Workload in the Implementation of Health Services at Boalemo Regency Farmers and Fishermen Hospital. *Journal of Economic, Business, and Administration (JEBA)*, 4(2), 200–211.
- Mahagiyani, M., Sugiono, S., & SIP, M. M. (2024). *Buku ajar metodologi penelitian*.
- Newman, J. M., Gerhart, B. A., & Milkovich, G. T. (2017). *Compensation*. McGraw-Hill Education.

- Notoatmodjo, S. (2008). Kesehatan dan Pembangunan Sumber Daya Manusia. *Kesmas*, 2(5), 195–199.
- Omolayo, B. O., & Omole, O. C. (2013). Influence of mental workload on job performance. *International Journal of Humanities and Social Science*, 3(15), 238–246.
- Pamungkasari, T., Paramarta, V., & Rahmiyati, A. L. (2024). Analisis Kebutuhan Tenaga Rekam Medis Berdasarkan Beban Kerja Dengan Metode Workload Indicator Staffing Need (WISN) Di Puskesmas Cisayong Kabupaten Tasikmalaya. *Innovative: Journal Of Social Science Research*, 4(5), 1896–1906.
- Pratama, R., & Yufika, A. (2023a). Physicians' Workload and Quality Healthcare in Indonesia. *Trends in Infection and Global Health*, 3(1), 43–55.
- Pratama, R., & Yufika, A. (2023b). Physicians' Workload and Quality Healthcare in Indonesia. *Trends in Infection and Global Health*, 3(1), 43–55.
- Sari, M., & Rusdiana, I. (2018). Tinjauan Waktu Pengembalian Rekam Medis Pasien Rawat Inap ke Unit Rekam Medis di Rumah Sakit X Jakarta Timur 2018. *MEDICORDHIF Jurnal Rekam Medis*, 5, 7.
- Senjaya, T. R., Yulianti, Y., Nurkhotimah, Y. A., Nuraeni, S., Hasani, G. A. R., Saepuloh, S., & Sopyan, A. F. (n.d.). The Analysis of Workload on Medical Records Assembling and Quantitative Analysis Officers Using the WISN Method AT RSAU Dr. M. Salamun Bandung. *International Journal of Health Sciences*, 6(3), 1501–1510.
- Shanafelt, T. D., Hasan, O., Dyrbye, L. N., Sinsky, C., Satele, D., Sloan, J., & West, C. P. (2016). Interventions to promote physician well-being and mitigate the effects of burnout: A systematic review. *Mayo Clinic Proceedings*, 91(9), 1292–1309.

Stone, D. L., Deadrick, D. L., Lukaszewski, K. M., & Johnson, R. (2015). The influence of technology on the future of human resource management. *Human Resource Management Review*, 25(2), 216–231.

Suci, K., & Koesomowidjojo, M. (2017). Panduan Praktis Menyusun Analisis Beban Kerja. *Jakarta: Raih Asa Sukses*.

Suwanto, H., & Juni, D. (2011). Manajemen SDM dalam organisasi Publik dan Bisnis. *Bandung: Alfabeta*.

Tejanagara, F. C. H., Rizan, M., & Handaru, A. W. (2022). *Manajemen sumber daya manusia rumah sakit*.

Umansky, J., & Rantanen, E. (2016). Workload in nursing. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 60(1), 551–555.

Wangi, N. W. S., Agusdin, A., & Nurmayanti, S. (2019). Analisis Perencanaan Sumber Daya Manusia (Sdm) Kesehatan Puskesmas Dengan Metode Workload Indicators of Staffing Needs (Wisl) Di Kabupaten Lombok Barat. *Jurnal Kedokteran*, 5(1), 108–124.

Sumber Lain :

American Medical Association (AMA) - <https://www.ama-assn.org/education/physician-education/becoming-physician>

Armstrong, M. (2017). *Armstrong's handbook of human resource management practice*. Kogan Page Publishers.

Badan Pusat Statistik (BPS). (2020). Kabupaten Tegal dalam Angka 2020. <https://tegalkab.bps.go.id/publication/2020/05/20/43a1f5d8e94b1a3b3a3d2d61/kabupaten-tegal-dalam-angka-2020.html>

Badan Pusat Statistik (BPS). (2020). Provinsi Jawa Tengah dalam Angka 2020.  
<https://jateng.bps.go.id/publication/2020/05/15/6b95e6f07f6df43c3d0d6f11/provinsi-jawa-tengah-dalam-angka-2020.html>

Kamus Besar Bahasa Indonesia (KBBI) -  
<https://kbbi.kemdikbud.go.id/entri/dokter>

Kementerian Kesehatan Republik Indonesia. (2020). Rencana Kebutuhan Tenaga Kesehatan Nasional Tahun 2020-2024.  
[https://www.kemkes.go.id/resources/download/info-terkini/RENCANA\\_KEBUTUHAN\\_TENAGA\\_KESEHATAN\\_NASIONAL\\_TAHUN\\_2020\\_2024.pdf](https://www.kemkes.go.id/resources/download/info-terkini/RENCANA_KEBUTUHAN_TENAGA_KESEHATAN_NASIONAL_TAHUN_2020_2024.pdf)

Kementerian Kesehatan Republik Indonesia. (2021). Data Pokok Kesehatan Indonesia 2021.  
[http://www.depkes.go.id/resources/download/pusdatin/profil-kesehatan-indonesia/Data-dan-Informasi\\_Profil-Kesehatan-Indonesia-2021.pdf](http://www.depkes.go.id/resources/download/pusdatin/profil-kesehatan-indonesia/Data-dan-Informasi_Profil-Kesehatan-Indonesia-2021.pdf)

Pemkab Tegal. (2021). Profil Kesehatan Kabupaten Tegal Tahun 2020.  
<https://tegalkab.go.id/profil-kesehatan-kabupaten-tegal-tahun-2020/>

Pemprov Jawa Tengah. (2019). Jawa Tengah Health Profile 2019.  
<https://dinkes.jatengprov.go.id/v4/wp-content/uploads/2020/02/JAWA-TENGAH-HEALTH-PROFILE-2019.pdf>

Undang-Undang Republik Indonesia Nomor 36 Tahun 2009 tentang Kesehatan.

World Health Organization. (2010). Workload indicators of staffing need (WISN): user's manual. [https://www.who.int/hrh/resources/wisn\\_user\\_manual/en/](https://www.who.int/hrh/resources/wisn_user_manual/en/)