

Application of job enrichment and collaboration between health and non-health practitioners in human resource planning.

Mamik Hidayah; Ratna Dwi Wulandari

Abstract

Background: Human Resource Planning is the process of analyzing and drafting the concept of Human Resource Management in an organization. The identification between the necessities and the number of available personnel is required in Human Resource Planning. In the Health Office of Tulungagung District, the calculation results exhibit a significant gap between the necessities and the available personnel. From the calculation through the Renbutnakes application, there are 358 staff shortages for all types of health workers. **Aims:** This study aims to analyze the type and number of health and non-health workers calculated based on the number of services performed, population and distribution, work area characteristics and coverage, availability of other first-level health facilities in the work area, and working time division. **Methods:** This study employed a cross-sectional approach and secondary data in the form of the existing profile reports. **Results:** It was found that to meet this gap, job design was required to be made. The job design concept deemed suitable to be applied in the Health Office of Tulungagung District was job enrichment, in which the existing health workers were assigned an additional task vertically. This way, the activities at the community health center and the Health Office could run smoothly. In addition to job enrichment, interprofessional collaboration was also applied, namely collaboration among the health workers to improve service quality. The health workers recruitment was complicated since several things must be considered, including the position formation and the government policies. **Conclusion:** From the identification results, it is discovered that there is a significant gap between the necessities and the available workers in the job enrichment policy and interprofessional collaboration

Keywords:

Human Resources Planning job design job enrichment interprofessional collaboration