ABSTRAK

RSU Kaliwates Jember sebagai rumah sakit tipe C perkebunan menghadapi tantangan produktivitas perawat akibat beban kerja tinggi dan kesejahteraan karyawan suboptimal di tengah lonjakan pasien IGD. Penelitian ini bertujuan menganalisis pengaruh workload analysis dan employee well-being terhadap produktivitas perawat dengan sistem HRIS sebagai variabel intervening. Penelitian menggunakan pendekatan kuantitatif desain explanatory, melibatkan sampel jenuh seluruh populasi 147 perawat; data diperoleh dari kuesioner tervalidasi dan dianalisis menggunakan Structural Equation Modeling (SEM) berbasis SmartPLS 4.0. Hasil menunjukkan workload analysis berpengaruh positif terhadap produktivitas perawat melalui pengelolaan target kinerja perawat, efisiensi jam lembur perawat, dan mitigasi beban fisik-mental, sementara employee well-being berpengaruh positif melalui kesejahteraan subjektif, lingkungan kerja, dan work-life balance. Kedua variabel tersebut memengaruhi sistem HRIS secara signifikan, yang pada gilirannya meningkatkan produktivitas melalui rotasi otomatis dan analitik real-time, dengan efek mediasi parsial kategori moderat. Temuan ini memperkuat teori manajemen SDM Dessler-AMO dalam konteks rumah sakit tipe C Jember serta merekomendasikan integrasi modul HRIS workload-well-being untuk optimalisasi SDM kesehatan.

Kata kunci: *workload analysis, employee well-being,* sistem HRIS, produktivitas perawat

ABSTRAK

RSU Kaliwates Jember as a type C plantation hospital faces challenges in nurse productivity due to high workload and suboptimal employee welfare amid a surge in emergency room patients. This study aims to analyze the influence of workload analysis and employee well-being on nurse productivity with the HRIS system as an intervening variable. The study used an explanatory design quantitative approach, involving a saturated sample of the entire population of 147 nurses; data obtained from a validated questionnaire and analyzed using SmartPLS 4.0-based Structural Equation Modeling (SEM). The results showed that workload analysis had a positive effect on nurse productivity through optimizing performance targets, streamlining overtime hours, and physical-mental load mitigation, while employee well-being had a positive effect through subjective well-being, work environment, and work-life balance. Both variables significantly affect the HRIS system, which in turn increases productivity through automated rotation and real-time analytics, with a moderate category partial mediation effect. These findings strengthen the Dessler-AMO HR management theory in the context of Jember type C hospitals and recommend the integration of workload-well-being HRIS modules for health HR optimization.

Keywords: *workload analysis, employee well-being, HRIS system, nurse productivity*