

ABSTRACT

PT XYZ is a company that focuses on the production of Muslim apparel and headwear. In 2018 the company cannot reach the production targets during the high season, which are on May, November and December. One of the causes of this decline was caused by the production operators working more busy than usual when the production increase took place because more product targets had to be produced. Production floor operator feels that the workload they have is too heavy because the tasks they have to complete with a certain target time are not in accordance with their work capacity and they feel that the number of workers is not in accordance with the existing workload. Workload analysis is needed to ensure production activities are running well and human resources have a proportional workload and it can be used as a basis for determining employee requirements. From the work sampling analysis it can be seen that the optimal workload value is between 101.80% -115.09% while the workload of material QC process is 104.7%, cutting process is 110.27%, QC cutting process is 116.14%, separation process is 110.75%, sewing process is 111.33%, final QC process is 108.64%, and packaging process is 101.80%. Based on the results of the employee needs analysis, PT XYZ can add 1 operator for QC cutting process and the addition of 1 sewing process.

Keywords: *Productivity, Workload, Work sampling, Employee Needs*