

ABSTRACT

Good workload is a proportional workload, not too much and not too little. When the workload given is disproportionate, it tends to have a negative impact on the effectiveness and efficiency of company performance. The addition of front-end developer employees was based on employee complaints regarding workloads that were felt to be too heavy. However, the company has never conducted a workload analysis and employee needs analysis, so it is not known with certainty whether the additional number of employees is really needed or not in accordance with the complaints submitted by employees to management.

This research aims to analyze the workload conditions of the front-end developer employees and to analyze the optimal number of employees. The aspects studied include the use of employee work time, the condition of the main workload for front-end developer employees, the additional workload conditions for front-end developer employees and the optimal number of employees for front-end developer positions.

This research was processed using quantitative methods with Full Time Equivalent indicators. Data collection techniques were obtained through structured interviews and observation. The resource persons involved were one leader and 3 front-end developer employees. Informants were interviewed regarding the use of working time for one year which included job descriptions, the average time for completing tasks and the frequency of work done.

The processing results of the Full Time Equivalent method found that 2 (two) employees had an overloaded and 2 (two) people were underloaded. In addition, it was also found that there was an accumulation of workload on one employee with an FTE score > 2,5. The final score for the workload received by the employees of the front-end developer division is 5,85030395.

It is hoped that this research can help evaluate the workload received by employees of the front-end developer division at PT Supernova Palapa Nusantara, as well as provide suggestions to the company for increasing the number of employees, limiting projects taken at one time, and providing training to the front-end developer division.

Keywords: Optimal number of employees, workload, and full time equivalent.