ABSTRACT

PT. Hi-Lex Cirebon is a subsidiary of PT. Hilex Indonesia. The company is engaged in the manufacture of spare parts for cars and motorcycles. PT. Hi-Lex Cirebon has experienced a decline in productivity. The decline occurred due to high demand for companies. Every year the number of cars and motorbikes has increased by 2% to 5% in the last 5 years. The decline in productivity can be seen in the decreased production volume from July to August 2022. Several factors can cause a decline, including training that is not on target, operator errors in operating machines, and lack of employee competency. In this final project, the identification of the right training needs for employees is carried out to increase the company's productivity again. In maximizing theneeds needed, observations and evaluations are made of severalfactors that can affect the productivity of the company. Observations were made of employees, existing training, and machines used by thecompany. To know the required training needs, an analysis, and calculations are also carried out that are necessary and unnecessaryfor training. In this research, the identification of the training needs of operator employees was carried out using the Job Competencies Based Need Analysis method, which is an effective method of training needs in planning and implementing effective and efficient programs. Theproposals that have been made are expected to assist the company in overcoming the problems that occur. Based on the calculation of the questionnaire, it was found that 3 training priorities were below 61%. The three priorities are expected to receive training to improve operator competency.

Key Word: Operator, Training, Productivity, Job Comptencies Based Need Analysis