

ABSTRACT

The role of human resources in a company has a major impact on the company's productivity. PT XYZ, which is a company that runs the custom furniture business, certainly wants maximum productivity. The problem that occurred at PT XYZ was the delay in completing the project being worked on. From these main problems, the source of the problem is sought. After conducting an investigation into PT XYZ, there were several sources of problems. Worker performance does not meet expectations due to the irregular number of workers. All production workers from PT Contract employees are also the cause of the irregular number of employees. Apart from these two causes, there is also a lack of tools in situations working on large-scale projects. This research aims to plan the needs of production workers at PT XYZ.

The method used is work sampling, this method was chosen because the observation process is direct on worker activities and is considered to be in accordance with PT XYZ's business, namely custom furniture where the process adapts to existing orders. By using the work sampling method, it was found how many permanent production workers were needed at PT XYZ. The recommended production workers will reduce the time looking for workers who are currently on a contract basis and maintain product time and quality.

Direct observations were carried out for 3 days from January 15 2024 to January 17 2024. After the observations were made, the observation data was processed to test the adequacy and uniformity of the data. Continue until the calculation of worker needs based on workload. The results obtained were that the number of workers was 7 people, divided into 4 people in the production section and 3 people in the setting section.

Custom Furniture, Proposed Number of Employees, Work Load, Work Sampling