

ABSTRACT

PT. Salim Ivomas Pratama, Tbk is a company engaged in agribusiness (oil palm plantation) that is integrated from upstream to downstream produces and markets cooking oil, margarine, and shortening. The increasing intensity of work on analyzing production sample results requires companies to pay more attention to managing the optimal number of human resources in order to maintain work productivity. This study aims to analyze the workload and determine the optimal number of process analysts, instrument analysts, microbiology analysts, and Inspectors of Oil / Chemical Incoming / Cleanliness of Finished Goods Loading Vehicles in the Quality Control (QC) Laboratory Department using the Work Load Analysis (WLA) method. The data collection techniques were direct observation, interviews, and literature studies. The working time measurement technique used was direct measurement using a stopwatch. The results of the analysis showed out of 15 analysts studied, only 6 analysts had the appropriate WLA value of 100%. In comparison, the other 9 analysts had WLA values of more than 100% indicating that they had an overloaded workload. To achieve a balanced workload distribution, it is recommended to add 3 analysts to the process analyst section, 1 person each for shift 1 process analyst, shift 2 process analyst and shift 3 process analyst. After adding the number of analysts, the average WLA value in the process analyst section of shift 1 from 133,10% to 99,83%, process analyst shift 2 from 133,24% to 99,93% and process analyst shift 3 from 132,98% to 99,74% the workload is balanced and by the capacity of the existing workforce. For instrument analysts, microbiology analysts, and Inspectors of Oil / Chemical Incoming / Cleanliness of Finished Goods Loading Vehicles, no additional labor is required because the workload received by analysts is appropriate or normal.

Keywords: *Workload, Work Load Analysis (WLA), Optimal Employees.*