

## **ABSTRACT**

*Human resources have an important role in the sustainability of a company, so the management process needs to be considered in the company. Workload analysis is needed to ensure production activities are running well and human resources have a proportional workload. Analysis of workload for workers on the production floor of CV. INTECH Manufacturing can be used as a basis for determining employee requirements in the event of additional work shifts. The results of workload analysis using work sampling method and NASA-TLX note that the sequence of workloads from the highest to the lowest are: brazing work (110.29% -high) - lathe work (106.20% -high) - cylindrical grinding work (105.00% -optimal ) - milling work (103.60% -optimal) - surface grinding work (96.08% -optimal) - packaging work (81.70% -low). The number of machine operator employees needed by CV. INTECH Manufacturing based on the calculation results is 1 person per job per shift. The company requires 15 production machine employees to be divided into 3 work shifts, while the number of existing employees is only 13 machine operator employees, so CV.INTECH Manufacturing needs to add 2 contract employees to meet the company's needs when production increases. For packaging, it takes 1 employee per work shift, this is in accordance with the current condition of the company.*

**Keywords:** *workload, work sampling, NASA-TLX, employee requirements*