

ABSTRAK

Human resources is an important factors and also determinant factors in a company organization for the development of a company. One of the things that needs to be considered by the company is the efficiency and effectiveness of existing resources to optimize its use in accordance with the needs of the company and the capacity of each worker to produce maximum productivity. The efforts of the company to produce maximum productivity is to pay attention to the workload of each employee. Appropriate and evenly distributed workloads are needed, because if there is no suitability of the workload it will have an impact on the productivity that produced by each employee cannot be maximized. The analysis of workload can be used to determine the company's efforts towards employees according to the workload they have, and also determine allowances that will be given to each job. The results of workload analysis using work sampling method are known that the sequence of workloads from high to low are: manual spreader work with a workload value of 117.94% (high workload category) - auto spreader work with a workload value of 104.56 (workload category low). Based on the results of the workload measurement on each job, it was found that for manual work spreader has a allowance value of 25.5%, while for auto spreader jobs has a allowance value is 23.00%.

Keywords: work sampling, workload, allowance