

ABSTRACT

UKM XYZ is an UKM located in Bandung which engaged in the production of shoes by traditional methods. The production target which is not matched by the adequate number of human resources lead UKM XYZ not to achieve the increasing of production target. This research aims to analyze the workload and the number of human resource needs on patterns maker, outsol merger and packaging station owned by UKM XYZ. The method used on this research is work sampling to determine the amount of human resources needed and to determine the stations are in the overload or underload condition. Based on observations that have been done can be found that work station of the pattern making, the merger of the front base (outsol) and packaging has a low productive time The results of the workload analysis produce that on patterns maker, outsol merger and packaging station owned by UKM XYZ has a high workload and can be indicated in an overload condition when reviewed from workload index. The calculation of human resources needed produce human resource needs at each workstation, where the pattern maker work station requires 3 additional employees, the Outsol merger workstation requires 8 additional employees, and packaging work stations require 3 additional employees, so UKM XYZ requires 14 new employees from the number of employees who are in charged 31 employees.

Keyword: Workload analysis, work sampling, human resource needs, shoes production