

## **ABSTRACT**

*PT Nindya Beton Plant Indramayu is a company engaged in the industry and manufacturing of precast and readymix concrete. The production division currently focuses on producing readymix due to increasing demand from the company to provide readymix products. The problem of the readymix operator division that the readymix production target was not achieved as a result of rescheduling which caused a build-up of work so that the operator experienced overtime at work and was caused by a shortage of labor for the readymix production operator. The purpose of this research is to measure the workload of production operators to determine the condition of the workload under normal conditions, underload or overload and to design the workforce requirements of production operators. The work sampling method is used because the object of observation has work that is non-repetitive and has a relatively long cycle, which is in accordance with the conditions of the readymix production operator. The stages of the research are preliminary problem formulation, data collection for readymix production, data processing using work sampling method and labor requirements design. The results of the study show that the batching plant operator has a high workload (119.19%), the loader operator has a high workload (124.88%), truck mixer 1 has a low workload (86%), truck mixer 2 has a workload low (86.92%), mixer truck 3 has a low workload (85.14%), and truck mixer 4 has a low workload (83.14%). The results of the calculation of the proposed manpower requirement obtained an addition to the batching plant operator by one worker and the loader by one worker. The research has an output of manpower planning proposals, proposed job requirements, and proposed job descriptions.*

*Keywords: Workforce Planning, Workload, Work Sampling.*