

ABSTRACT

PUSKESMAS Labangka is a government-owned agency under the Ministry of Health, and this agency is engaged in public health. PUSKESMAS Labangka is experiencing a labor shortage where there is an imbalance between the demands of the task and the number of employees. With this problem, various negative impacts cause the accumulation of the number of patients in each Pustu. The lack of labor causes the workload of employees to be high and the emergence of employees who do double jobs and various other impacts. Therefore, it is necessary to design labor requirements for PUSTU employees.

For the problems at the PUSTU, it is necessary to design labor needs using the mental workload. Physical workload approaches using the NASA-TLX and Work Sampling methods to find out how to analyze the existing workload and provide proposals regarding the ideal number of employees needed by the Puskesmas so that it can overcome the problems that occur at the PUSTU combining the two methods to get objective and subjective results.

In this study, NASA-TLX and Work Sampling methods were used because NASA-TLX and Work Sampling are considered appropriate to achieve the objectives of this study. The results showed that the analysis of mental workload using the NASA-TLX method showed that the mental workload for employees of PUSTU LABANGKA 1 was 80.33, for employees of PUSTU LABANGKA 2 was 73.00, for employees of PUSTU LABANGKA 3 was 71, 67, for employees of PUSTU LABANGKA 4 was 72.33. For employees of PUSTU LABANGKA 5 was 77.67. While the results of the workload analysis conducted using the Work Sampling method for PUSTU employees of the PUSKESMAS Labangka are as follows: PUSTU LABANGKA 1 employee is 40.17, PUSTU LABANGKA 2 employees are 36.50, PUSTU LABANGKA 3 employees are 28.67, for PUSTU LABANGKA 4 employees are 28.93, and for PUSTU LABANGKA 5 employees are 38.83.

Keywords: Mental Workload, Manpower Needs, NASA-TLX