

DAFTAR PUSTAKA

- Matthias Zeuch, (2016). Hanbook of Human Resources Management. Springer reference.
- Dewi, U., dan Satrya, A. (2012). Analisis Kebutuhan Tenaga Kerja Berdasarkan Beban Kerja Karyawan Pada PT PLN (Persero) Distribusi Jakarta Raya dan Tangerang Bidang Sumber Daya Manusia dan Organisasi. Jurusan Manajemen SDM Fakultas Ekonomi Universitas Indonesia, Depok.
- Zimmerman. P.G. 2002. Nursing Management Secrets. Elsevier Health Sciences.
- Sander de Leeuw., dan Vincent C.S. Wiers. (2015). *Warehouse Karyawan Strategies in Times of Financial Crisis: Evidence from Logistic Service Providers and Retailers in Netherlands*. Nottingham Trent Institutional Repository (IRep), 26 (4), pp. 328-337.
- Nwichi, Chidinma Katherine., dan Chukwuka, Ekene Udoka. (2017). *Karyawan as a Tool for Enhancing the Performance of Public Organisation*. *Arabian Journal Business Management Review (Nigerian Chapter)*, Vol.4 (3).
- Ibojo, B.O., (2012). *Karyawan and Organization Objectives Nexus: A Theoretical Approach*. *Pakistan Journal of Business and Economic Review*, 3(1), pp.116-24.
- Antonia Ratna Hanjani., dan Moses Laksono Singgih. (2019). *Workload Analysis at Biro Human Capital to Increase Productivity*. IPTEK *journal of Proceedings Series* No (5) (2019), ISSN (2354-6026).
- Pinkie Winandari Budaya., dan Ahmad Muhsin. (2018). *Workload Analysis in Quality Control Department*. Jurnal OPSI Vol 11 No.2.
- W.W Wierwille. (1993). *Recommendations for Mental Workload Measurement in Test and Evaluation Environment*. University of British Columbia, *Human Factors*, 1993, 35(2), 263-281.
- Susana Rubio., Eva Díaz., Jesús Martín., dan José M. Puente. (2004). *Evaluation of Subjective Mental Workload: A Comparison of SWAT, NASA-TLX, and Workload Profile Methods*. *Applied Psychological: An International Review*, 53(1), 61-86.
- Sandra G. Hart., and Lowell E. Staveland. (1988). *Development of NASA-TLX (Task Load Index): Result of Empirical and Theoretical Research*. In P.A. (Eds.), *Human Mental Workload* (pp. 139-183). Amsterdam: North-Holland.

TAMUNOMIEBI, Miebaka Dagogo., dan JOHN-EKE, Ebere Chika. (2021). *Human Resource and Employee Resourcefulness: A Review of Literature*. Saudi Journal of Business Management Studies, 6(10): 405-411. DOI: 10.36348/sjbms.2021.v06i10.002

P. Danese., & M. Kalchschmidt. (2010). *The Role of the Forecasting Process in Improving Forecast Accuracy and Operational Performance*. Int. J. Production Economics, 131, 204-214.

Krajewski, L.J., Ritzman, L.P., & Malhotra, M.K. (2010). *Operation Management: Process and Supply Chains*. 9th ed. New Jersey: Pearson.

<https://doi.org/DOI 10.1108/SCM-03-2019-0095> Nielsen, P. (2017). *LEAD TIMES – THEIR BEHAVIOR AND THE IMPACT ON PLANNING AND CONTROL IN SUPPLY CHAINS*. *Management and Production Engineering Review*. <https://doi.org/DOI: 10.1515/mper-2017-0015>

Neumann, J. V. (2019). *Monte Carlo Simulation*. Cambridge University Press. <https://doi.org/10.1017/CBO9780511809231.011>

Swierczek, A., & Szozda, N. (2019). *Demand Planning as A Tamer and Trigger of Operational Risk Disruptions: Evidence from the European supply chains*. *Supply Chain Management: An International Journal*, Volume 24 · Number 6 · 2019 · 748–766. <https://doi.org/DOI 10.1108/SCM-03-2019-0095>

Stevens, P., Kriefman, B. (1991). Ratio Analysis. In: *Work Out Accounting A-Level*. Macmillan Work Out Series. Palgrave, London. https://doi.org/10.1007/978-1-349-12640-8_18

Nancee. (2017). *Human Resource Planning: Techniques of Demand & Supply Forecasting*. *Scholarly Research Journal for Interdisciplinary Studies*, Pg.8470-8485.

Dessler, G. (2014). *Fundamentals of Human Resource Management Gary Dessler Third Edition* (3rd ed., p. 111). Pearson New International Edition.

Ahmad, A., Rauf, N., Mahendra, Y., Alisyahbana, T., Pawennari, A., Lantara, D., & Malik, R. (2021). Determination of The Optimal Number of Employees Using the Full Time Equivalent (FTE) Method at PT. XYZ. *Journal of Industrial Engineering Management*, 6(3), 239-246.

Yasmin, Z. A., & Ariyanti, S. (2019). Analisis Beban Kerja Pada Maintenance Bd- Check dengan Metode Full Time Equivalent. *Jurnal Ilmiah Teknik Industri*, 6(1), 55-62. <https://doi.org/10.24912/jitiuntar.v6i1.3024>

Golden, L. (2012). The effect of working time on productivity and firm performance: a research synthesis paper. ILO working papers.

Nkomo, S. M. (1987). Human resource planning and organization performance: An exploratory analysis. *Strategic Management Journal*, 8(4), 387-392.

Jackson, S. E., & Schuler, R. S. (1990). Human resource planning: Challenges for industrial/organizational psychologists. *American Psychologist*, 45(2), 223–239. <https://doi.org/10.1037/0003-066X.45.2.223>

Tridoyo, T., & Sriyanto, S. (2014). Analisis Beban Kerja Dengan Metode Full Time Equivalent Untuk Mengoptimalkan Kinerja Karyawan Pada Pt Astra International Tbk-Honda Sales Operation Region Semarang. *Industrial Engineering Online Journal*, 3(2).

Hurd, J. (2004). FTE Policy: Definition, Calculations, Examples and System Usage Information for HRMS and GL Budget Purposes. *Policy and Procedures*, 1-9.