

ABSTRACT

Workload can be influenced by internal factors and external factors. Internal factors include somatic factors and psychological factors while external factors include tasks, work organization, and work environment. This study aims to describe the relationship between internal factors on workload of area fill and pack workers in cosmetic production at PT X uses a method of measuring pulse.

This study is observational descriptive study. Population of this study were all area fill and pack workers, cosmetic production at PT X which numbered 63 people. Data retrieval of this study was carried out at PT X on April 1-26 2019. Variables of this study were workload, gender, age, work period, whether or not they had received training, nutritional status and physical fitness. Collected data then processed and analyzed descriptively in the form of narration and cross tabulation.

The results showed that the respondents were mostly male (61.91%), age <35 years (53.97%), work period ≤ 20 years (66.67%), had received training (53.97%), normal nutritional status (53.97%), physical fitness status is not fit (63.49%). The workload most experienced by workers based on the pulse approach is moderate workload (47.62%).

It can be concluded that most workers have a moderate workload. Workers with male gender, age <35 years, working period of ≤ 20 years, had never attended training, normal nutritional status, and the more fitness status of respondents have a lighter workload based on the pulse approach. Company management is advised to review the effectiveness of rest hours, allocate special time for stretching, provide effective training, socialize occupational health and carry out regular physical fitness activities.

Key words: workload, fill and pack area, internal factors

ABSTRAK

Beban kerja dapat dipengaruhi oleh faktor internal dan faktor eksternal. Faktor internal meliputi faktor somatis dan faktor psikis sedangkan faktor eksternal meliputi tugas, organisasi kerja, dan lingkungan kerja. Penelitian ini bertujuan untuk mengetahui gambaran hubungan antara faktor internal dengan beban kerja pekerja area *fill and pack* pada *cosmetic production* di PT X menggunakan metode pengukuran denyut nadi.

Penelitian ini adalah penelitian observasional deskriptif. Populasi penelitian ini adalah seluruh pekerja area *fill and pack, cosmetic production* di PT X yang berjumlah 63 orang. Pengambilan data penelitian ini dilaksanakan di PT X pada 1-26 April 2019. Variabel penelitian ini adalah beban kerja, jenis kelamin, usia, masa kerja, pernah tidaknya mendapatkan pelatihan, status gizi dan kebugaran jasmani. Data yang terkumpul kemudian diolah dan dianalisis secara deskriptif dalam bentuk narasi dan tabulasi silang.

Hasil penelitian menunjukkan bahwa responden paling banyak berjenis kelamin laki-laki (61,91%), usia <35 tahun (53,97%), masa kerja ≤ 20 tahun (66,67%), pernah mendapatkan pelatihan (53,97%), status gizi normal (53,97%), status kebugaran jasmani tidak bugar (63,49%). Beban kerja yang paling banyak dialami oleh pekerja berdasarkan pendekatan denyut nadi adalah beban kerja sedang (47,62%).

Kesimpulan dari penelitian ini adalah sebagian besar pekerja mengalami beban kerja sedang. Pekerja dengan jenis kelamin laki-laki, usia <35 tahun, masa kerja ≤ 20 tahun, tidak mendapatkan pelatihan, status gizi normal, dan status kebugaran jasmani bugar semakin ringan beban kerja yang diterima berdasarkan pendekatan denyut nadi. Pihak manajemen perusahaan disarankan meninjau ulang efektifitas jam istirahat, mengalokasikan waktu khusus untuk peregangan, memberikan pelatihan yang efektif, sosialisasi kesehatan kerja dan pelaksanaan aktifitas kebugaran jasmani secara rutin.

Kata kunci: beban kerja, area *fill and pack*, faktor internal