ANALYSIS OF EMPLOYEE WORKLOAD PT. ASMITA KARYA KONSTRUKSI

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Abstract

This study aims to analyze the workload faced by employees at PT. Asmita Karya Konstruksi. The background of this study focuses on the role of employees in carrying out tasks given by the company and how the workload can run in balance because excessive workload can cause stress and reduce productivity, while too low workload can cause boredom and reduce work motivation. The factors used in this study use external factors that include physical and mental tasks given by the company, while internal factors include the physical and mental conditions of employees. This study uses a qualitative approach method by conducting observation, interview, and documentation methods. The study was conducted by interviewing four employees to obtain data on their experiences and perceptions related to workload. Data were obtained through direct observation and literature study. The triangulation technique used to ensure the validity of the data, where the results of observations, interviews, and documentation are compared with each other to obtain accurate and accountable information. This study is expected to provide new insights into how workload is managed in the company, as well as provide recommendations for company management in improving employee productivity and welfare.

Keywords : Employee Workload; employee; PT. Asmita Karya Konstruksi

Abstrak

Penelitian ini bertujuan untuk menganalisis beban kerja yang dihadapi oleh karyawan di PT. Asmita Karya Konstruksi. Latar belakang penelitian ini berfokus pada peran karyawan dalam melaksanakan tugas yang diberikan oleh perusahaan dan bagaimana beban kerja dapat berjalan secara seimbang karena beban kerja yang berlebihan dapat menimbulkan stres dan menurunkan produktivitas, sedangkan beban kerja yang terlalu rendah dapat menimbulkan kebosanan dan menurunkan motivasi kerja. Faktor-faktor yang digunakan dalam penelitian ini menggunakan faktor eksternal yang meliputi tugas fisik dan mental yang diberikan oleh perusahaan, sedangkan faktor internal meliputi kondisi fisik dan mental karyawan. Penelitian ini menggunakan metode pendekatan kualitatif dengan melakukan metode observasi, wawancara, dan dokumentasi. Penelitian dilakukan dengan mewawancarai empat orang karyawan untuk memperoleh data tentang pengalaman dan persepsi mereka terkait beban kerja. Data diperoleh melalui observasi langsung dan studi pustaka. Teknik triangulasi digunakan untuk memastikan keabsahan data, dimana hasil observasi, wawancara, dan dokumentasi saling diperbandingkan untuk memperoleh informasi yang akurat dan dapat dipertanggungjawabkan. Penelitian ini diharapkan dapat memberikan wawasan baru tentang bagaimana pengelolaan beban kerja di perusahaan, serta memberikan rekomendasi bagi manajemen perusahaan dalam meningkatkan produktivitas dan kesejahteraan karyawan.

Kata kunci: Beban Kerja Karyawan; karyawan; PT. Asmita Karya Konstruksi

Introduction

According to (Nabila & Syarvina, 2022) Workload is a collection of activities that must be completed by a company within a certain period of time. The more tasks and responsibilities an employee has, the less efficient the results will be due to the lack of time available to complete tasks, if this happens often it will have an impact on the performance of the employee himself. The purpose of the company in giving workload to employees is an agreement that has been agreed upon from the beginning when employees register to work at the company in order to achieve a decent life, and the company will also benefit from achieving the success of the company's goals. Workload will be an assignment given and worked on directly by employees and must be completed within a specified time period. Workload can also be seen from how many tasks and how fast the employee's performance process is in doing their work with a limited time frame and being able to adjust their work well without experiencing errors that can occur. Workload is not just about completing a task that is done because of time constraints but the achievement of

how employees are required to have the ability, skills, and intelligence to do work efficiently and effectively.

Literature Review

Theory

No	Researcher Name and Year of Research	Research Title	Research Results
1.	(Siti Sarah Nasution,, 2022)	Factors that affect the workload of PT. Tanjung Timberindo Industri employees.	The results of the study show that the factors that influence the workload of PT. Tanjung Timberindo Industri employees are their job satisfaction with a value of 0.915 and a percentage of 78.50%.
2.	(Putri Aulliya, 2022)	The Influence of Workload and Environment on Employee Performance	The results of this study indicate that workload and work environment simultaneously influence employee performance using multiple linear analysis, that workload and work environment variables were found.
3.	(Teguh, n.d, 2022)	The Influence of Workload on the Performance of Banjarmasin District Attorney's Office Employees (Case Study of Human Resources of Civil Servants)	The results of this study indicate that workload has a significant influence on employee performance, which is obtained by a figure of 0.042 and is smaller than 0.05 and a t value of 2.134.
4.	(Amna Cholishoh., 2021)	The Influence of Workload on Employee Performance (Case Study of PT. Indoexim Internasional)	The results of the study have shown that workload and work stress have a significant negative effect on employee performance. The hypothesis proposed in this study proves that there is a relationship

			between workload and work stress variables.
5.	(Tarigan, Sutari,. 2021)	The Relationship between Workload and Job Stress in PT Hilon Sumatra Workers in 2021	The results of this study aim to analyze the relationship between workload and work stress in workers at PT. Hilon Sumatera in 2021. Using quantitative methods and cross-sectional design, this study involved 41 respondents selected through random sampling and analyzed using the Spearman-rho correlation test.
6.	(Kirana et al., 2021)	Analysis of the impact of workload and work stress on job satisfaction with motivation as intervening variable	The results of this study were obtained by collecting data conducted through the distribution of questionnaires to 33 nurses. The method used in this study is a modeling research method using a partial at least square analysis tool.
7.	(Sufiyati, Cokki, 2021)	Effect of Work Overload on Job Satisfaction Through Burnout	The results of this study aim to find the relationship between workload, work fatigue, and job satisfaction of lecturers. The questionnaire was distributed to 69 lecturers at the Faculty of Economics and Business using continuous sampling techniques. The data were processed using Partial Least Square-Structural Equation Modeling (PLS-SEM).
8.	(Made Jiwa Astika et al., 2021)	Workload Environment Analysis And Optimization Of The	The results of this study are calculating workload and efficiency using the Work Load Analysis (WLA)

		Number Personnel Of Ships Using WLA Methods	method. It was found that the current number of personnel is insufficient, causing high workloads, especially in the operations and armament and nautical departments, which have an efficiency above 120%.
9.	(Sitti Marhumi, Hj. Naidah2, Husnul Minasni,. 2022)	The Influence of Workload on Employee Performance at Liliriaja District Office, Soppeng Regency	The results of the study used quantitative research methods obtained from a questionnaire. The data was conducted by distributing questionnaire questions and conducting observations. The data analysis techniques were from Validity Test, Reliability Test, Descriptive Analysis, Simple Linear Regression Test and t-Test. The research instrument used in this study used the Likert scale method.
10.	(YUSI PULKURI, 2021)	The Influence of Workload and Work Ability on Employee Performance at PT. Pln (Persero) Tanjung Batu Customer Service Unit, Kundur District, Riau Islands Province	The results of this study aim to analyze the effect of workload and work ability on employee performance, both partially and simultaneously. Using a sample of 84 respondents and a simple random sampling method, the data were analyzed descriptively quantitatively through multiple linear regression.

From the results of previous research, it can be concluded that workload has a significant influence on various aspects of employee performance, such as job satisfaction, work stress, and efficiency. Therefore, high workload tends to increase employee work stress and ultimately it can have a negative impact on employee performance. Conversely, a workload that has been properly regulated or measured

can increase job satisfaction, as seen in several studies with high positive correlation results. However, the contribution of workload to employee performance is often relatively low, because many other factors, such as the work environment and work ability, also play an important role.

Material and Method

The location of this research is at PT. Asmita Karya Konstruksi, which is located at Jl. Kavling BRI No.2 Blok E, RT.3/RW.4, Meruya Sel., Kec. Kembangan, West Jakarta City, Special Capital Region of Jakarta 11650. The reason the researcher chose this company was to obtain information related to the analysis of the workload that occurs in the company environment of PT. Asmita Karya Konstruksi, the activities in this study were carried out on employees at PT. Asmita Karya Konstruksi, which was carried out by conducting direct observations to the company environment, as well as through interviews by asking four employees about the employee workload that occurs in the company PT. Asmita Karya Konstruksi and Documentation related to the evidence of the research.

Design Study

In this study, the author uses a qualitative approach method, namely understanding the research design from a concept to the results of the data obtained (Rijal Fadli, 2021). Qualitative methods are also carried out by conducting observation, interview, and documentation methods. The observation method used aims to understand the state of the workload conditions at PT. Asmita Karya Konstruksi directly by observing employee performance and work management in the company, while the interview method used is by asking four employee participants who aim to obtain more in-depth information about their experiences and perceptions regarding the workload in the company. In addition, the existence of documentation with company employees aims to provide evidence that this research was carried out properly and appropriately.

Data Analysis

Data analysis is a method used to analyze, manage, or produce various information from various relevant and useful sources. This technique aims to support decision making or solving certain problems, among others, the main components of data analysis techniques are as follows:

1. Data Collection: Researchers carry out activities by analyzing information obtained from direct observations, interviews with four employees of PT. Asmita Karya Konstruksi, distributing questionnaires to measure the level of workload and documenting as evidence in the study.

2. Data Reduction: A process of simplifying or summarizing information that has been obtained from various sources of information so that the information will be easier to understand.
3. Data Presentation: A process of compiling information from data that has been obtained and processed in an easy-to-understand format, this can be in the form of tables, graphs, images containing research from the workload.
4. Verification or conclusion: In this case, it is usually a repetition of data or the latest checking process which aims to ensure that the information obtained is accurate and reliable. Basically, the data that has been obtained will be collected from various other sources of information data and the accuracy checking process will be carried out in order to obtain the right information data.

Result

The data obtained at PT. Asmita Karya Konstruksi needs to be used properly, therefore this study was conducted to find out how much employee workload occurs at PT. Asmita Karya Konstruksi. One of the employees was asked to explain about the state of employee workload management at PT. Asmita Karya Konstruksi that workload management has been running well, each task has been divided, but sometimes there are times when excessive task division will pass the deadline. After such an explanation, what steps does the company take to overcome employee workload at PT. Asmita Karya Konstruksi, the steps taken by the company to overcome the workload are usually by rotating tasks and providing additional workers. Will this affect the workload that occurs at PT. Asmita Karya Konstruksi, the answer is that it sometimes brings work pressure or can increase enthusiasm to complete the project well, although this can be a risk to health problems in the long term.

Discussion

Conducting observations at the company PT. Asmita Karya Konstruksi, direct observation data obtained regarding the state of the level of employee workload management at the company PT. Asmita Karya Konstruksi has indeed been running well, they also divide their tasks evenly according to their respective divisions, although what is said to be excessive division of tasks is indeed a common thing that often happens and the company also has steps to overcome the employee workload by rotating tasks, or by adding additional employees to complete the work quickly. There may be an impact on the workload that occurs at the company PT. Asmita Karya Konstruksi, namely it can bring work pressure or stress levels. but on the positive side, employees can also increase their enthusiasm to complete projects well, although it can be a risk to health problems.

Conclusion,Imlication, and Recommendation

The conclusion drawn from this study is that workload management at PT. Asmita Karya Konstruksi has generally been running well. Employees work by carrying out tasks according to their respective abilities, and if there is an excessive workload, the company has steps to be able to overcome the workload problem. Employee welfare in managing excessive workload can have a negative impact on the physical and mental health of employees. Although work pressure can increase motivation in some cases, the long-term impact on employee health also needs to be considered. Although the workload that is processed has been running well and can support performance and productivity, there is often an imbalance in the division of tasks or sudden changes in work that can reduce efficiency and cause work stress in employees. Therefore, it is important for companies to maintain a balance between job demands and employee capacity. Companies are advised to conduct regular evaluations of employees to ensure that no employee feels burdened by their excessive work. This can be done through internal surveys or follow-up interviews with employees. With these steps, it is possible for PT. Asmita Karya Konstruksi can have a harmonious and well-organized work environment, is able to improve employee performance, and prevent problems with excessive workload.

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