

## ANALISIS PRESTASI KERJA PERSEMAIAN

(Studi Kasus di Persemaian RPH Badegan BKPH Somoroto KPH Madiun)

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### INTISARI

Persemaian memiliki peranan besar dalam keberhasilan penanaman di lapangan. Untuk itu Perhutani membangun persemaian yang salah satunya terletak di RPH Badegan BKPH Somoroto KPH Madiun. Dalam pelaksanaan persemaian alokasi dana untuk tenaga kerja cukup besar. Oleh karena itu diadakan penelitian untuk mengevaluasi kinerja para pekerja di persemaian. Penelitian ini bertujuan untuk mengetahui prestasi kerja, kebutuhan HOK dan tarif upah untuk setiap elemen-elemen pekerjaan di persemaian Somoroto.

Penelitian ini menggunakan metode deskriptif dan metode analisis *time study*. Melalui pendekatan ini maka didapat nilai waktu normal, waktu standar, prestasi kerja, kebutuhan HOK dan tarif upah tiap elemen pekerjaan di persemaian Somoroto.

Hasil dari penelitian tersebut diketahui bahwa elemen-elemen pekerjaan yang terdapat dalam kegiatan persemaian Somoroto adalah persiapan lapangan berupa pembersihan lapangan, pemasangan instalasi saluran pengairan, persiapan media, pembuatan bedengan, dan pembuatan naungan; Pengisian dan pengaturan polybag, penaburan benih, penyapihan, pemeliharaan persemaian terdiri dari kegiatan penyiraman, penyiangan, penyulaman, pangkas daun dan potong akar, seleksi semai awal, seleksi semai akhir, pemupukan; dan pengemasan dan pengangkutan bibit. Berdasarkan analisis *time study* diketahui bahwa ada beberapa kegiatan yang membutuhkan HOK yang relatif besar. Kegiatan tersebut adalah penyiraman yaitu sebesar 5.823,972 dan penyiangan dengan nilai HOK sebesar 2.235,37. Untuk nilai tarif upah terbesar pada kegiatan pengisian dan pengaturan polybag sebesar Rp. 15.894,70 per bedeng.

*Kata Kunci : Prestasi Kerja, Persemaian, Time Study, HOK, Tarif Upah*

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**ANALYSIS OF PLANT NURSERY LABOUR CAPACITY  
(Case Study in Plant Nursery RPH Badegan, BKPH Somoroto, KPH Madiun)**

**ABSTRACT**

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Plant nursery have big role for successfully plantation in the field. For that Perhutani ;build plant nursery which one of them located in RPH Badegan BKPH Somoroto KPH Madiun. In the plant nursery have to allocated fund for labour. Therefore research to evaluate performance worker performed in plant nursery. This research aim to know work elements in plant nursery, labour capacity, requirement of day of working man and wage payment to every work elements in plant nursery of Somoroto.

This research use description method and method of time study. Through this approach is got normal time value, standard time, labour capacity, requirement of day of working man and wage payment every work element in plant nursery of Somoroto.

Result from the research known that work elements which there are in activity plant nursery of Somoroto are preparation of field in the form of cleaning land, irrigation installation, preparation of media, making of seedbeds, and making wings of; Admission filling and arrangement of polybag, sowing of seed, weaning, conservancy of seedbed consist of activity of sprinkler, mowing, embroidering, clip leaf and cut root, select early, final selection, fertilization; and packaging and transportation of seed. Pursuant to analysis of time study known that there is some activity requiring day's of working man which big relative. The activity is sprinkler that is equal to 5.823,972 day's of working man and mowing with day's of working man value equal to 2.235,37. For the biggest value of wage payment is activity of Admission filling and arrangement of polybag equal to Rp. 15.894,70 every seedbed.

**Keywords :** Labour Capacity, Plant Nursery, time study, Day's of Working Man, wage payment.

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