

**PENGUKURAN TINGKAT EFEKTIVITAS TENAGA KERJA PADA
RUMAH PRODUKSI SEMPE ARUMANIS XYZ MENGGUNAKAN
METODE *OVERALL LABOR EFFECTIVENESS* (OLE)**

INTISARI

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Pertumbuhan sektor industri pangan yang pesat menimbulkan persaingan yang ketat pada setiap perusahaan. Hal tersebut mendorong UKM untuk bersaing meningkatkan performanya. Industri Sempe Arumanis XYZ melakukan proses produksinya secara konvensional sehingga membuat output menjadi belum terukur dan tidak konsisten. Hal tersebut dibuktikan dengan adanya catatan lembur pekerja.

Penelitian ini dilakukan untuk mengetahui tingkat efektivitas tenaga kerja, mengidentifikasi penyebab, dan merumuskan rekomendasi perbaikan. Metode yang digunakan adalah *Overall Labor Effectiveness* (OLE) yang dikombinasikan dengan diagram pareto dan diagram Ishikawa. Penelitian difokuskan pada stasiun kerja penyisrikan dan pengemasan.

Hasil penelitian menunjukkan bahwa nilai OLE yang didapatkan pada stasiun kerja penyisrikan adalah sebesar 41,58% dan pada stasiun kerja pengemasan sebesar 74,05%. Nilai rendah tersebut disebabkan oleh rendahnya indikator kinerja dan kualitas pada masing-masing stasiun kerja. Rekomendasi yang dirumuskan, antara lain memundurkan jam kerja stasiun kerja penyisrikan, menambah sirkulasi udara, penyusunan SOP stasiun kerja penyisrikan, penambahan *jobdesc* khusus penimbangan bahan, penambahan tenaga kerja, serta penerapan pengendalian mutu dengan prosedur yang jelas.

Kata kunci: efektivitas tenaga kerja, *overall labor effectiveness*, diagram pareto, diagram ishikawa

MEASUREMENT OF LABOR EFFECTIVENESS AT SEMPE ARUMANIS XYZ PRODUCTION HOUSE USING THE OVERALL LABOR EFFECTIVENESS (OLE) METHOD

ABSTRACT

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The rapid growth of the food industry sector has created intense competition for every company. This encourages SMEs to compete to improve their performance. The Sempe Arumanis XYZ Production House conducts its production process conventionally, resulting in an output that is unmeasurable and inconsistent. This is evidenced by the existence of workers' overtime records.

This research was conducted to determine workforce effectiveness, identify causes, and formulate recommendations for improvement. The method used is Overall Labor Effectiveness (OLE), combined with the Pareto diagram and Ishikawa diagram. The research focused on sempe forming and packaging workstations.

The research results, while indicating areas for improvement, also present opportunities for growth. The OLE value obtained at the sempe forming workstation was 41.58%, and at the packaging workstation was 74.05%. By addressing the poor performance and quality indicators at each workstation, the recommendations formulated can lead to significant improvements. These include delaying the working hours of the sempe forming workstation, adding a reward and punishment system, increasing air circulation, creating SOPs for sempe forming work stations, adding a special job description for weighing materials, additional workforce, and implementing quality control with straightforward procedures.

Keywords: workforce effectiveness, overall labor effectiveness, pareto diagram, Ishikawa diagram