

# Analysis of Employee Workload at the Regional Food Service of Central Sulawesi Province

Ridhwan<sup>(1\*)</sup>, Rukhayati<sup>(2)</sup>, Abdul Rahman<sup>(3)</sup>

<sup>1,2,3</sup>Faculty of Economics, Universitas Muhammadiyah Palu

\*Corresponding Author, Email: [ridhwan@gmail.com](mailto:ridhwan@gmail.com)

## ABSTRACT

The formulation of the problem in this study is whether the workload of employees at the Central Sulawesi Province Food Service is by government regulation No. 46 of 2011, as for this study is to find out how to analyze the workload of employees at the regional food office of Central Sulawesi Province based on regulations government No. 46 of 2011. This research uses a qualitative descriptive method which is carried out through observation, interviews, and documentation—data collection. The results of this study indicate that the employees at the Central Sulawesi Provincial Food Service have optimally used 8 hours of work per day with the number of each field reaching 8-10 employees. According to the results of the comparison between the number of employees and the workload of each lot, they can carry out the task effectively because each assigned job is always done simultaneously. According to one employee, the provision of workload is very influential, especially on employee skills and behaviour..

**Keywords** – Employee Workload, Regional Food

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## INTRODUCTION

The government in realizing good governance as part of the development goals implemented based on the concept of government, society and the private sector. Civil servants, as part of the regional government apparatus, have different performances and abilities in facing development challenges ranging from management governance to how much workload that must be borne by employees.

The workload consists of two types, namely physical workload and mental workload. And to find out the workload, of course, various methods are needed to find out.

Based on the description above, the problem in this research is whether the workload of employees at the Central Sulawesi Provincial Food Service is by government regulation No. 46 of 2011?

## METHODOLOGY

This type of research uses descriptive qualitative research methods. To limit the research area so that the research implementation can run efficiently and effectively, the determination of the research location is essential. This research was conducted at the Central Sulawesi Provincial Food Service office. The object of this research is employees

who are in the Central Sulawesi Provincial Food Service office. Data collection techniques are techniques or methods that can be used by researchers to collect data at the research location, including data from informants. Data collection and collection techniques at the research location are carried out by triangulation techniques, namely, data collection practices that combine various approaches. Data collection and data sources that already exist. To get data from the same source, the researchers used observation, interview and documentation techniques simultaneously, so that the data could support one another.

Qualitative data analysis is carried out if the empirical data obtained is qualitative in the form of a collection of words and not a series of numbers and cannot be arranged into categories/classification structures. Data can be collected in a variety of ways (observation, interviews, and documentation) and are usually processed before they are ready for use (through note-taking, typing, editing, or writing skills). However, the qualitative analysis still uses words that are generally arranged in the text. which is expanded, and does not use mathematical or systematic calculations as an analytical tool.

## **RESULT**

The results of this study indicate that employees at the Central Sulawesi Provincial Food Service have optimally used work time of 8 hours per day with the number of each field reaching 8-10 employees. According to the results of the comparison between the number of employees and the workload of each lot, they can carry out the task effectively because each assigned job is always done simultaneously. According to one employee, giving workload is very influential, especially on the skills and behaviour of employees.

## **DISCUSSION**

The workload is born based on the planning and preparation of employee work targets (SKP) which refers to the strategic work plan and annual plan that has been described by the duties and functions, authorities and responsibilities, and job descriptions. For example, the job description for a general functional position that is carried out must refer to the official structural SKP, which is described by the duties governing the available work.

Every employee at the Central Sulawesi Provincial Food Service is obliged to prepare an SKP which in its implementation must be based on the position, function and authority which are detailed in general and have been stipulated in the organizational structure and work procedures. SKP contains job duties and targets that must be achieved within the assessment period, which is real and can be measured and relevant. The implementation of SKP-based employee workloads is critical because it is useful in the process of preparing employee tasks better; among others, it can be used as a reference to improve employee performance in the organization.

## **CONCLUSIONS**

Job performance appraisal is a formal process for periodic review and evaluation of a person's work. Job is management guidance on employee performance that helps all career levels. The performance assessment is conducted to obtain useful information relating to HR planning, selection, career development, compensation programs, and retirement.

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