

ABSTRAK

ANALISIS BEBAN KERJA DOSEN DENGAN MENGGUNAKAN METODE *FULL TIME EQUIVALENT* (STUDI KASUS: JURUSAN TEKNIK INDUSTRI UNSOED)

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Teknik Industri merupakan salah satu jurusan di Universitas Jenderal Soedirman yang melaksanakan kegiatan tridharma perguruan tinggi. Permasalahan yang terjadi yaitu 67% dosen Teknik Industri memiliki beban kerja melebihi standar, yang kemudian 73% dosen berpendapat perlu dilakukan penambahan jumlah dosen. Berdasarkan permasalahan tersebut, dalam penelitian ini akan dilakukan analisis mengenai beban kerja dosen jurusan Teknik Industri UNSOED menggunakan metode *Full Time Equivalent* untuk mengetahui tingkat beban kerja dan jumlah kebutuhan dosen. Hasil penelitian menunjukkan bahwa pada bidang pendidikan terdapat 83,33% dosen memiliki beban kerja berlebih, pada bidang penelitian dan pengabdian terdapat 100% dosen dengan beban kerja sesuai, dan pada bidang penunjang terdapat 66,67% dosen dengan beban kerja berlebih. Perhitungan nilai FTE menghasilkan bahwa 7 dosen memiliki nilai FTE $> 1,28$ yang berarti beban kerja *overload*, 3 dosen memiliki nilai FTE antara 1-1,28 yang berarti beban kerja *normal*, dan 2 dosen memiliki nilai FTE $< 1,00$ yang berarti beban kerja *underload*. Total nilai FTE yang didapatkan adalah 15,71, sehingga didapatkan usulan jumlah kebutuhan dosen sebesar 15 dosen. Oleh karena itu, perlu dilakukan penambahan 3 dosen dari jumlah dosen yang semula hanya ada 12 dosen, sehingga bisa didapatkan nilai rata-rata FTE tiap dosen sebesar 1,046 yang berarti beban kerja sudah normal.

Kata Kunci : Beban Kerja, Beban Kerja Dosen, *Full Time Equivalent*, Jumlah Kebutuhan Dosen

ABSTRACT

WORKLOAD ANALYSIS OF LECTURERS USING THE FULL TIME EQUIVALENT METHOD (CASE STUDY: DEPARTMENT OF INDUSTRIAL ENGINEERING, UNSOED)

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Industrial Engineering is one of the departments at Jenderal Sudirman University which carries out the tridharma activities of higher education. The problem that occurs is that 67% of Industrial Engineering lecturers have a workload that exceeds the standard, which then 73% of lecturers think it is necessary to increase the number of lecturers. Based on these problems, in this study an analysis of the workload of lecturers in the Industrial Engineering Department of UNSOED will be carried out using the Full Time Equivalent method to determine the level of workload and the number of lecturers' needs. The results showed that in the field of education there were 83.33% of lecturers who had excessive workloads, in the field of research and service there were 100% of lecturers with appropriate workloads, and in the supporting field there were 66.67% of lecturers with excessive workloads. The calculation of the FTE value results that 7 lecturers have an FTE value > 1.28 which means the workload is overloaded, 3 lecturers have an FTE value between 1-1.28 which means a normal workload, and 2 lecturers have an FTE value < 1.00 which means the load underload work. The total FTE score obtained is 15.71, so that the proposed number of lecturers' needs is 15 lecturers. Therefore, it is necessary to add 3 lecturers from the number of lecturers which initially only had 12 lecturers, so that the average FTE score for each lecturer was 1.046, which means that the workload is normal.

Keywords : *Workload, Lecturer's Workload, Full Time Equivalent, Number of Lecturers Needed*