

**PERSEPSI KEBUTUHAN KARAKTER KERJA INDUSTRI BAGI
TENAGA KERJA BEKERJA DI INDUSTRI MANUFAKTUR
KABUPATEN CIREBON**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui kebutuhan karakter kerja industri bagi tenaga kerja yang bekerja di industri manufaktur Kabupaten Cirebon. Kebutuhan karakter kerja industri ditinjau dari karakter kerja *Poka Yoke*, *Line Balancing*, Ergonomi K3, Sikap Kerja 5S (*Seiri, Seiton, Seiso, Seiketsu, Shitsuke*), dan *Just In Time* (JIT).

Penelitian ini merupakan penelitian survei yang objek penelitiannya adalah PT Arteria Daya Mulia dan CV Surya Agung Jaya dengan 10 responden yang dipilih menggunakan teknik *purposive random sampling*. Bukti validitas instrumen dilakukan dengan *Expert Judgement* dan secara empiris menggunakan korelasi *Product Moment Pearson*. Data kuantitatif dikumpulkan dengan metode angket yang dikembangkan dari kisi-kisi instrumen dan data kualitatif dikumpulkan dengan metode observasi dan wawancara. Teknik analisis data kuantitatif disajikan menggunakan teknik statistik deskriptif dengan persentase dan data kualitatif disajikan menggunakan teknik deskriptif kualitatif.

Hasil penelitian menunjukkan bahwa: (1) Tingkat kebutuhan karakter kerja industri di industri manufaktur Kabupaten Cirebon adalah sebagai berikut: a). Kebutuhan karakter kerja *poka yoke* dikategorikan sangat butuh (90%); b). Kebutuhan karakter kerja *line balancing* dikategorikan sangat butuh (81%); c). Kebutuhan karakter kerja ergonomis K3 dikategorikan sangat butuh (90%); d). Kebutuhan karakter kerja *seiri* dikategorikan sangat butuh (84%); e). Kebutuhan karakter kerja *seiton* dikategorikan sangat butuh (85%); f). Kebutuhan karakter kerja *seiso* dikategorikan sangat butuh (86%); g). Kebutuhan karakter kerja *seiketsu* dikategorikan sangat butuh (88%); h). Kebutuhan karakter kerja *shitsuke* dikategorikan sangat butuh (89%); i). Kebutuhan karakter kerja *just in time* dikategorikan sangat butuh (89%); j). Kebutuhan keseluruhan karakter kerja industri dikategorikan sangat butuh (97%); (2) Penilaian karakter kerja industri pekerja di industri manufaktur Kabupaten Cirebon adalah sebagai berikut: a). Penilaian terhadap karakter kerja *poka yoke* pekerja dinilai baik; b). Penilaian terhadap karakter kerja *line balancing* pekerja dinilai baik; c). Penilaian terhadap karakter kerja ergonomi K3 pekerja dinilai kurang baik; d). Penilaian terhadap karakter kerja sikap kerja 5S (*seiri, seiton, seiso, seiketsu, shitsuke*) pekerja dinilai baik; e). Penilaian terhadap karakter kerja *just in time* pekerja dinilai baik; f). Penilaian terhadap keseluruhan karakter kerja industri pekerja dinilai baik.

Kata kunci: *karakter kerja industri, tenaga kerja, industri manufaktur*

**PERCEPTION OF THE NEEDS OF INDUSTRIAL WORK CHARACTER
FOR LABOR WORKING IN MANUFACTURING INDUSTRY OF CIREBON
DISTRICT**

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ABSTRACT

This study aims to determine the needs of industrial work character for workers who work in Cirebon Regency manufacturing industry. The need for industrial work character is evaluated from the work character of Poka Yoke, Line Balancing, K3 Ergonomics, 5S Work Attitudes (Seiri, Seiton, Seiso, Seiketsu, Shitsuke), and Just In Time (JIT).

This study is a survey research whose research objects are PT Arteria Daya Mulia and CV Surya Agung Jaya with 10 respondents selected using purposive random sampling technique. Proof of instrument validity is done by Expert Judgement and empirically uses Product Moment Pearson correlation. Quantitative data were collected using a questionnaire method developed from the instrument grid and qualitative data were collected by observation and interview methods. Quantitative data analyzed using descriptive statistical techniques with percentages and qualitative data using qualitative descriptive techniques.

The results showed that: (1) The needs level of industrial work character in the manufacturing industry of Cirebon District are as follows: a). The needs of poka yoke work character is categorized as very need (90%); b). The needs of line balancing work character is categorized as very need (81%); c). The needs of K3 ergonomics work character is categorized as very need (90%); d). The needs of seiri work character is categorized as very need (84%); e). The needs of seiton work character is categorized as very need (85%); f). The needs of seiso work character is categorized as very need (86%); g). The needs of seiketsu work character is categorized as very need (88%); h). The needs of shitsuke work character is categorized as very need (89%); i). The needs of just in time work character is categorized as very need (89%); j). The overall needs of industrial work character is categorized as very need (97%); (2) An assessment of industrial work character of workers in the manufacturing industry of Cirebon District are as follows: a). Assessment of poka yoke work character of workers is considered good; b). Assessment of line balancing work character of workers is considered good; c). Assessment of K3 ergonomics work character of workers is considered not good; d). Assessment of 5S Work Attitudes work character (seiri, seiton, seiso, seiketsu, shitsuke) of workers is considered good; e). Assessment of just in time work character of workers is considered good; f). The overall assessment of industrial work character of workers are considered good.

Keywords: industrial work character, labor, manufacturing industry