



Ergonomics of Work Performance and Work Productivity Aspects

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ABSTRACT

Need to be analyzed and discussed about the appearance of the body at work or the ergonomics of balance and aspects of employee productivity. Because ergonomic appearance, namely the balance of the body at work and work tasks, will affect several aspects of work productivity. This writing method is carried out by means of a literature study, meaning that all data from several opinions are obtained from the literature. Then, some of the scientific opinion data is analyzed and discussed. The inference method uses a combination of several opinions and then concludes inductively

INTRODUCTION

In the production process of the company, the very expectation is the aspect of work productivity. Of course work productivity is optimal and the production process runs smoothly, there is no damage, the workforce does not get tired easily and looks healthy. Therefore it is necessary to discuss about the appearance of the body at work and aspects of employee productivity.

Sometimes job appearances are just a trick, not in accordance with reality. As Punto Wicaksono (2021) says that "if you have entered the world of work, paying attention to your appearance is an obligation that you must pay attention to and do. Often, personal appearance can build a professional image and is associated with the quality of work. Despite the fact, appearances can be deceiving as well and don't match reality."

Then, if the product is not ergonomic, it will be at risk, as Devinta Cornelia (2021) says that "ergonomics factors in making furniture can affect user comfort, if the product does not implement correct ergonomics it will be a risk." Likewise Editorial (2019) says "sitting with a posture that is not ergonomic can cause problems such as aches and pains in the neck, shoulders, arms, back, waist, bone muscles and fingers. This happens because of abnormalities in the spine or vertebrae as a support for the body due to inappropriate body posture. Therefore, the ergonomics of work performance and aspects of work productivity need to be discussed and socialized or disseminated. This is so that the community, especially the working community, can be comfortable, safe, not injured, stay healthy, and have optimal work productivity.

With an ergonomic work performance that is balanced between work ability and work assignments, the productivity aspect will increase optimally. Ergonomics is everyone's hope, because it makes people comfortable, safe, healthy, not injured, and productivity will increase.

METHODS

The writing of this article uses descriptive or presentation about the appearance of a person working must be ergonomic, namely a balance between work tasks and work ability. Thus that ergonomic appearance will make aspects of work productivity obtained optimally. This writing method is carried out by means of a literature study, meaning that all data from several opinions are obtained from the literature. Then, some of the scientific opinion data is analyzed and discussed. The inference method uses a combination of several opinions and then concludes inductively.

RESULTS AND DISCUSSION

1. Ergonomics of Work Performance

The importance of work performance as Punto Wicaksono (2021) says that "the confidence you have can improve the quality of work and the results are better. One way that can be done to increase self-confidence is to maintain appearance while working. Also, Eko Bkti Susanto (2022) says that "for other employees this is no less important in maintaining appearance while working". From an ergonomics point of view, there must be a balance between work demands and worker capacity. Provisions for work demands and worker

capacity, as Tarwaka et al (2004) stated that "work ability, a person's work ability is largely determined by:

- 1). Personal capacity (personal characteristics), including: factors of age, gender, anthropometry, experience, education, social status, religion and beliefs, physical fitness, health status and so on;
- 2). Physiological capacity, including: cardiovascular ability and endurance, muscle nerves, five senses, and others;
- 3). Psychological capacity (psychological abilities), abilities related to mental abilities, reaction time, adaptability, emotional stability, and others;
- 4). Biomechanical capacity (bio-mechanical capacity), it is the ability related to the ability and strength of the joints and joints, tendons and bones. Then, **the demands of the task**, namely the demands of work assignments/activities imposed on workers depend on:

- 1). Task and material characteristics (task and material characteristics), determined by the characteristics of equipment and machines, type, speed and work rhythm, and so on.
- 2). Organization characteristics (characteristics of the organization), related to working hours and rest hours, night and shift work, leave and holidays, management, and others.
- 3). Environmental characteristics, related to noise and vibration, temperature and humidity, lighting, socio-culture, taboos, norms, customs and habits, workmates, pollutant substances, and so on.

Many people acknowledge that the world is in a state of balance. Not colliding between planets, all the planets rotate on their respective lines, so that the world is in balance. In Engineering Mechanics, balance has a zero resultant. Do not shift, be calm, there is no burden, the action with the reaction is the same.

Likewise many people admit, in this world there are always two contradictory, but balanced. The science of ergonomics, one that recognizes this balance. One's appearance at work must be balanced so that it is optimal. The ergonomics of a person's work performance will be balanced if the body's ability is equal to the work task.

What happens if it's out of balance? For example: the body's ability is smaller than the work task. Then there will be muscle fatigue, or physical fatigue. Work concentration will decrease, and the decrease in concentration is very close to an accident. To overcome this imbalance, humans use tools. Tools are used to assist in work, it can be technology, humanitarian management, or other equipment. It aims to be balanced between the body's ability and work tasks.

Also, what happens if it is not balanced, namely the body's ability is greater than the work task? Then you will experience nervous exhaustion, make you bored, apathetic, you might get mentally and psychologically sick. Many people who have been laid off have experienced psychological/psychic attacks. Because they still have great ability, but nothing is done. So it can be stuffy, bored, accident, even in extreme can commit suicide.

Therefore, so that the appearance of the body in activities can be optimal, it must be balanced between the body's abilities and work tasks. Optimal

appearance is important, if there is an optimal performance that is balanced between the body's abilities and work tasks. It's called ergonomics.

Based on some of the opinions and discussion above, the following analysis conclusions can be drawn: that increasing self-confidence is by maintaining appearance while working, maintaining work appearance while working is important. Ergonomic work performance is a balance between the body's ability to work and work tasks. The body's ability to work includes: personal capacity, physiological capacity, psychological capacity, and biomechanical capacity. Work assignments, including: task and material characteristics, organization characteristics, and environmental characteristics.

2. Aspects of Work Productivity

Work productivity has a formula, namely the ratio/comparison of output and input values. Company output, and labor-generated input. Producing good productivity is strongly influenced by ergonomic work performance.

Ergonomics plays a very important role in increasing labor productivity, as Putri Nurul Rahma Agustina (2020) states "that a well-created environment in a company will increase employee productivity. This cannot be separated from the application of ergonomics, where when an employee does his job, the employee needs equipment and media to be effective and efficient in doing it. Then, aspects of work productivity, according to Sondang P. Siagian (2014), that "aspects of work productivity are as follows:

- 1). Continuous improvement. One of the implications is that all components of the organization must make continuous improvements. This is because an entire job is faced with demands that are constantly changing along with the times.
- 2). Challenging job assignments. In any type of work there will always be jobs that adhere to the minimalist principle, which means that they are satisfied if they carry out their duties with results that only meet minimum standards. However, not a few people actually want a challenging task. And
- 3) The physical conditions of the workplace, it is generally said by both experts and management practitioners that a pleasant physical condition of the workplace is necessary and makes a real contribution to increasing work productivity.

In addition, according to Kusuma and Nugraha (2012), that "aspects of work productivity are:

- 1). Work motivation, with high work motivation, productivity will increase. This is due to the urge to produce more and better;
- 2). Work efficiency and effectiveness, work efficiency and effectiveness are capital to support productivity. Because the existence of efficiency and effectiveness in work will lead to high productivity;
- 3). The work ability of an employee greatly determines production results. Moreover, high employee abilities will produce high products, conversely low employee abilities will produce low products. And
- 4). Experience and knowledge an employee is very influential on the production produced, but it will be higher if an employee has high skills and knowledge.

Work productivity will be good or bad, greatly influenced by the human aspect of the workforce (naker). Open management, making the industry normal. Therefore, it is better to use a workforce that has positive work motivation, works efficiently and effectively, has skills in their field, has experience, and is knowledgeable/knowledgeable enough. This is as stated by Edi Sutrisno (2014) that "the work productivity of a company's employees is determined by work discipline, good motivation and compensation can make it easier for employees to comply with the regulations set by the company and increase employee work productivity".

Why is motivation important? Because humans will want to move or work, starting with motivation. Gratitude motivation comes from within (intrinsic) even though there is motivation from outside (extrinsic). It can be said that intrinsic motivation is the same as a strong "intention". That's what makes hard work. So it's not just getting paid for doing something, but you need to set your intentions.

In work, one must pay attention to efficiency and effectiveness (effective and effective), you could say "not wasteful", not wasteful of raw materials, not wasteful of machinery/production tools, not wasteful of time, and so on. So by working effectively and efficiently can quickly produce finished products.

Able in their field, obviously will get good results. Companies that are worked on by the workforce must be ergonomically balanced between the human aspects of the workforce and the welfare obtained. Or balance between the body's ability to work with work tasks.

Based on some of the opinion data discussed above, it can be concluded that an analysis of several aspects of productivity can be drawn, as follows: continuous improvement of production process tools, work tasks that are motivated to challenge, physical conditions of the workplace adapted to human users, understanding efficiency and effectiveness work, one's ability to work, and the experience and knowledge of the workforce. All of that must be based on the provisions of ergonomics, namely there is a balance between the body's ability to work with work tasks.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

a. That increasing self-confidence is by maintaining appearance while working, maintaining work appearance while working is important. Ergonomic work performance is a balance between the body's ability to work and work tasks. The body's ability to work includes: personal capacity, physiological capacity, psychological capacity, and biomechanical capacity. Work assignments, including: task and material characteristics, organization characteristics, and environmental characteristics.

b. Some aspects of productivity, as follows: continual improvement of production process tools, work tasks that are motivated to challenge, physical conditions of the workplace adapted to human users, understanding the efficiency and effectiveness of work, one's ability to work, and the experience and knowledge of the workforce. All of that must be based on the provisions of

ergonomics, namely there is a balance between the body's ability to work with work tasks.

Recommendations

Company management should pay attention to employees about the body's ability to work with work tasks. Also balance between the human aspect of labor with the welfare obtained. Balance industry revenue and expenses. In order for all of that to create ergonomic conditions in the company or industry.

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