

## Analysis of Labor Effectiveness at Green Tea Dry Sorting Workstation for Increasing Tea Factory Competitiveness

**Authors :** Bayu Anggara, Arita Dewi Nugrahini, Didik Purwadi

**Abstract :** Dry sorting workstation needs labor to produce green tea in Gambung Tea Factory. Observation results show that there is labor who are not working at the moment and doing overtime jobs to meet production targets. The measurement of the level of labor effectiveness has never been done before. The purpose of this study is to determine the level of labor effectiveness and provide recommendations for improvement based on the results of the Pareto diagram and Ishikawa diagram. The method used to measure the level of labor effectiveness is Overall Labor Effectiveness (OLE). OLE had three indicators which are availability, performance, and quality. Recommendations are made based on the results of the Pareto diagram and Ishikawa diagram for indicators that do not meet world standards. Based on the results of the study, the OLE value was 68.19%. Recommendations given to improve labor performance are adding mechanics, rescheduling rest periods, providing special training for labor, and giving rewards to labor. Furthermore, the recommendations for improving the quality of labor are procuring water content measuring devices, create material standard policies, and rescheduling rest periods.

**Keywords :** Ishikawa diagram, labor effectiveness, OLE, Pareto diagram

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