



ABSTRACT

Human Resource Requirement Analyse (Case Study on Dinas Perindustrian, Perdagangan, Koperasi dan Penanaman Modal serta Pengelolaan Pasar Pemerintah Kota Sukabumi).

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The objectives of this research were to analyze the relation between the job description analysis and the work condition of the employees, to analyze the relationship of the job description analysis to the employees performance, to analyze the relation of employees' work condition and the employees' performance, to analyze the relation between work load and job description analysis, to analyze the relation between work load and work condition of the employees, to analyze the relation between work load and the employees performance, to evaluate the number of human resources in each division and also to formulate the recommendation of the human resources need at Dinas Perindagkop dan Penanaman Modal Pemerintah Kota Sukabumi

The descriptive method used case approach. The need of the number of employees is calculated by using work load analysis while the calculation of the respondent perception is related to the work analysis, work condition, and employee performance by using the Likert scale. To analyze the relation between perceptions and also to analyze the relation between work load toward perception, are measured by using the Rank Spearman analysis tools.

The employees of Dinas Perindagkop dan Penanaman Modal Pemerintah Kota Sukabumi have a good perception toward the job analysis and its performance. And also, regarding the work condition the employees have a relatively good. In general, it can be concluded that there is a relationship between work analysis and work condition. There is also a relation between work analysis and employee performance, and there's also relation between work condition and the employee performance. If the perception of the employee about the work condition is good it means that the performance of the employees is also good. There is a relationship between the work loads and the employees' perception to the work analysis, the work condition and performance. At the relation between work load and work condition, also work load and employees performance show opposite direction, which mean that if the work load is big then the employees perception about work condition and performance becoming low. In the Dinas Perindagkop dan Penanaman Modal Pemerintah Kota Sukabumi divisions, there are employee surplus and there are also employees deficit in others division. In general there are five surplus of non structural position of employees; therefore the recruitment is done internally after words.

Key words : Human Resource; Work Analysis; Work Condition; Employees Performance; Work Loads; Dinas Perindagkop dan Penanaman Modal Pemerintah Kota Sukabumi

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