

CHAPTER IV

CONCLUSION

This chapter presents the best solution for the problem of work overload at P.T. Giri Asmary. Having had the internship program at P.T. Giri Asmary, I could see the employees complained because their jobs were too many. Besides, there were only few employees at P.T. Giri Asmary and there were no clear job description to clearly define the roles and responsibilities of every employee. Advanced technology were also being misused by the managers to give jobs to the employees. This condition is not conducive because if the employees do not enjoy their work, they will not give good performance on their jobs.

Based on the comparison of the positive and negative effects of the potential solutions, the best solution for the problem is the combination between the first and the second potential. The company has to make a clear job description so that the employees will know exactly what their jobs are and they can refuse and delegate tasks which are not supposed to be done by them. For example, an accountant should avoid administrative jobs which should be done by an administrator. However, since there is no administrator in P.T. Giri Asmary, the company has to consider about the second potential solution. The second potential

solution is hiring more employees, such as an administrator. Although hiring more employees will cost more money to the company, the result is that employees will feel happy about their job. They are doing what they should do and it can be finished in a day-to-day normal working hour basis.

From the combination of the first and the second solutions, the company is the one which is benefited the most. The tasks are all properly and professionally done, so the productivity of the company will increase. The employees will also be happy because their works are not overloaded. The best thing about having happy employees is that they perform well and the company will not face a situation where a good employee resigns because he is stressed out or has health and emotional problems because of the work overload.

I would like to suggest P.T. Giri Asmary to continue accepting interns to help the employees shorten their job lists. I also suggest P.T. Giri Asmary to adapt the best solution from this final thesis to respond to the employees' complaints and to make a better working situation at P.T. Giri Asmary.