

imbalance between the number of employees and the volume of work that must be completed. This high workload has a negative impact on work efficiency and employee welfare, which is characterized by increased stress and physical fatigue. Observations and interviews show that although working conditions generally support a balance between work and personal life, the number of existing employees is not sufficient to meet the set work targets.

### **Implications**

1. **HR Alignment** : Adding new employees can help balance workload with existing capacity, thereby minimizing the risk of stress and reduced productivity.
2. **Operational Efficiency** : With more appropriate HR allocation, organizations can improve operational efficiency and overall performance.
3. **Improving Service Quality** : With an adequate number of human resources, organizations can provide better services to the public or organizations involved.
4. **Better Performance Management** : With an appropriate number of employees, performance management can be carried out better, including monitoring performance targets and achieving desired results.

Thus, the addition of one to two new employees in positions that are needed will have a positive impact on the organization in the long term.

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