## ABSTRACT

## PERFORMANCE ANALYSIS OF WORK AND COGNITIVE ABILITIES OF OFFICE EMPLOYEES IN PT SINAR SAKTI MATRA NUSANTARA

**By:**

**RESTU RAMADHANUR**
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Physical and mental health of employees in a company it is important to be aware of the company. Due to the physical and mental health of both employees can contribute to the success of a company and organization. Physical and mental health of its employees become a reference in determining the skill level of workers, by optimizing and maintaining it, the ability of workers will get better so that it can provide benefits to the company.

Work Ability Index (WAI) is a common tool used in measuring an employee's ability to work both physically and mentally. Work Ability Index can be promoted as a significant tool in workfare programs and improving the health of workers. Work Ability Index is dedicated to reducing and minimizing absenteeism in the work, and improve the health of workers. Every worker has the capacity and job demands are different, then different abilities can be influenced by lifestyle, job characteristics, physical and mental health workers, and psychosocial factors in the work environment.

Based on the results of data processing performed point obtained an average size of the office employees of PT Sinar Sakti Matra Nusantara is 38 points, namely the Good category with a limit of between 21-50 years of age. As for the cognitive abilities of employees an average score of cognitive ability is 50.

From the results of research work ability and cognitive skills of employees of the office of PT Sinar Sakti Matra Nusantara acquired conclusion that there is a relationship between the ability of an employee with the cognitive ability, where the better work ability an employee it will be better the cognitive abilities, vice versa.



Key words: Work Ability Index, Work Ability, Cognitive Ability,
Physical and Mental Health.