ABSTRACT
RELATIONSHIP OF INTERNAL FACTORS TO WORK FATIGUE LEVELS AMONG PRODUCTION WORKERS AT PT. INDO PRIMA PLASTIK

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Work fatigue is an important issue in occupational health and safety because it can reduce productivity and increase the risk of workplace accidents. Work fatigue is influenced by several factors, one of which is internal demographic factors such as age, gender, and length of employment. PT. Indo Prima Plastik has a high production target with diverse worker demographics, making it necessary to analyze the relationship between internal demographic factors and work fatigue levels. This study employed a quantitative design with a cross-sectional approach. The study population consisted of 100 production workers, with a sample of 50 workers selected using a simple random sampling technique. Work fatigue was measured using the Subjective Self Rating Test (SSRT) questionnaire, while age, gender, and length of employment were obtained through a respondent characteristics questionnaire. Data analysis was conducted using univariate and bivariate methods with the Chi-Square test at a significance level of 0.05. The results showed no significant relationship between age and work fatigue (*P* 0.487), and no significant relationship between gender and work fatigue (*P* 0.390). However, there was a significant relationship between length of employment and work fatigue (*P* 0.025). These findings indicate that length of employment is the internal demographic factor most strongly associated with work fatigue. Age and gender did not show significant relationships, possibly because the company applies uniform workloads regardless of workers' physical capacity or biological conditions. The internal demographic factor associated with work fatigue among production workers at PT. Indo Prima Plastik is length of employment. Companies should pay greater attention to long employment duration as a risk factor for fatigue and consider strategies such as job rotation and recovery programs to reduce its impact on productivity and workplace safety.

Keywords: Work fatigue, Internal factors, Age, Gender, Length of employment