

DESIGN OF THE PLN NUSANTARA POWER UNIT BELAWAN GENERATION OFFICE WITH AN ACTIVITY BASED WORKING APPROACH

ABSTRACT

The transformation of the workplace has become a pressing necessity for modern organizations, including state-owned enterprises such as PT PLN Nusantara Power UP Belawan. Amid increasing productivity demands and the emergence of millennial work styles that differ from previous generations, traditional office layouts have become obsolete. Static work systems, enclosed spaces, and a lack of interactive zones pose limitations in terms of flexibility, collaboration, and employee well-being. This research responds to these challenges by redesigning the office interior using the Activity-Based Working (ABW) approach a flexible workspace concept that promotes mobility and is tailored to the specific needs of various work activities.

This study employs a descriptive qualitative method rooted in design practice. It involves direct observation of the existing workspace, interviews with employees, visual documentation, design development, and evaluation in collaboration with stakeholders. The primary objective is to create a workspace that is not only functional but also human-centered and representative of PLN's visual identity. The expected outcomes include enhanced productivity, increased creativity, and a stronger sense of ownership among employees toward their work environment.

The results show a notable improvement in cross-departmental collaboration, movement efficiency, and overall job satisfaction. The adaptive spatial design featuring focus areas, collaborative workspaces, flexible meeting rooms, and informal zones allows employees to choose environments that best suit their tasks. Adjustments in lighting, acoustics, and the use of ergonomic furniture also contribute significantly to productivity and emotional engagement. This study affirms that interior design plays a strategic role in driving workplace culture transformation and strengthening organizational performance.

Keywords: PLN Nusantara Power, Activity-Based Working, Collaborative, Innovative, Work Comfort.