
Article

THE INFLUENCE OF WORKLOAD AND WORK MOTIVATION ON THE PERFORMANCE OF EMPLOYEE PT. WEST ACEH FERTILE LAND

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Abstract: The aim of this research is to examine: The Effect of Workload and Work Motivation on The Performance of Employee PT. West Aceh Fertile Land. This research used a sample of 88 samples, with the criteria being employee PT. West Aceh Fertile Land. The data analysis that researchers used in this research used descriptive analysis, instrument testing, classical assumption testing, multiple linear regression testing, hypothesis testing, and coefficient of determination testing. The software that researchers use is SPSS version 26. The results of this research are: 1) Based on the results of the T test on the workload variable which shows a significance value of 0.046 which has a value smaller than 0.05. So it can be concluded that workload has a positive influence on employee performance. 2) Based on the results of the T test on the work motivation variable which shows a significance value of 0.000 which has a value smaller than 0.05. So it can be concluded that work motivation has a positive influence on employee performance. The results of simultaneous testing (F test) which was carried out on the workload and work motivation variables showed a significance value of 0.000 which has a value smaller than 0.05. So it can be concluded that workload and work motivation have a positive influence on performance.

Keywords: Workload, Work Motivation, Employee Performance.

Reference to this paper should be made as follows: Author Wolpa, TRBagda D. & Dewanto, Dedy (2023) 'THE INFLUENCE OF WORKLOAD AND WORK MOTIVATION ON THE PERFORMANCE OF EMPLOYEE PT. WEST ACEH FERTILE LAND', *Journal of Management and Energy Business*. 3(1), 13-22

1. Introduction

HR management is key in an organization's strategy to achieve competitive advantage by managing employee aspects, including recruitment, training, development and performance management. The importance of HR management in achieving the company's vision, mission and goals was emphasized by Putri [1], who emphasized that

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<https://doi.org/10.54595/jmeb.v3i2.63>

good management of HR can shape company culture, increase productivity and ensure organizational sustainability. In addition, research from Pranesty, I., & Rahmi, PP [2] shows that effective HR management contributes to optimal employee performance, helps organizations to adapt to market changes, and spurs innovation.

Workload, as a collection of activities within a certain period of time, as well as work motivation, as an encouragement to achieve goals, play an important role in influencing employee performance. Workload analysis is key in designing a balanced work structure and improving employee performance, while a deep understanding of individual employee characteristics helps managers provide incentives that suit each individual's needs and preferences. According to Dhania DR [3] and Mahawati E. [4], workload is a complex concept that reflects the number and complexity of tasks that must be completed by employees, while Mangkunegara A. [5] highlights the important role of motivation in achieving organizational goals by understanding individual characteristics employee. Thus, effective workload management and providing the right motivation can significantly influence employee performance in a dynamic work environment.

Bosses have the responsibility to motivate and manage their work teams, because providing motivation to employees can increase their enthusiasm for carrying out their duties and feel more responsible for the work they carry out, as well as making it easier to achieve overall company goals. According to Fajri et al. [6], giving rewards to employees who have the best achievements at PT. Karya Tanah Subur can improve employee performance, where motivation is needed to improve their work performance. Effective motivation must be supported by clear direction towards the company's organizational goals, so that employees can achieve maximum performance and the company can achieve the desired targets. Performance, which is the result of work or work achievements, involves the process of carrying out the work, and is influenced by ability and motivation factors according to Wibowo [7] and Abdullah [8]. In performance evaluation, both dimensions of final results and process aspects that contribute to these achievements must be considered, as expressed by Mangkunegara [5].

According to Hani [9], factors that influence employee performance include motivation, job satisfaction, stress levels, work conditions, compensation systems, and job design. Motivation is an important encouragement for people at work, while job satisfaction reflects employees' positive attitudes towards tasks and the work environment. Excessive levels of stress can impair performance, while good working conditions can improve it. A fair compensation system is needed to motivate employees, and a clear job design makes it easier for them to carry out their duties. PT. Karya Tanah Subur, a palm oil company that has played an important role in the industry since 1973, has become the focus of research because of its contribution to the regional and national economy, so the study of the factors that influence employee performance in this company has important value for management and the palm oil industry as a whole .

Table 1. Data on Average Achievement of Performance Values for PT Employees. West Aceh Fertile Land Works 2022-2023

Year	Target	Achievement	Information
2022	100%	100%	Already reach target
2023	100%	77.04%	Achievement decreased 22.95% from the previous year

Source: Internal data PT. West Aceh Fertile Land Works, 2023.

From the table above and based on the researcher's observations, it can be seen that the company's situation and conditions in the field of employee performance are still below expectations due to less than optimal task management. Suboptimal performance results can be caused by piling up and incomplete tasks, as well as a lack of appropriate incentives from the company, which then creates dissatisfaction and a tendency to leave the company. This phenomenon is reflected in the complex responsibilities related to maintaining oil palm plantations at PT. Karya Tanah Subur West Aceh, which could be the main factor that triggers employees to resign. In the research "The Effect of Workload, Compensation, and Motivation on Employee Performance of PT Fastrata Buana Sales Division, Bandung Branch" conducted by Pranesty, I., & Rahmi, PP [2], the results showed that Workload, Compensation, and Motivation had an influence simultaneously and significantly on employee performance, with a coefficient of determination of 85.7%. Therefore, researchers are interested in investigating the influence of workload and work motivation on employee performance at PT. Karya Tanah Subur Aceh Barat in research entitled "The Influence of Workload and Work Motivation on Employee Performance of PT. Karya Tanah Subur Aceh Barat".

2. Literature

2.1 Definition of Human Resources

Putri [10] emphasized that Human Resources (HR) has a crucial role in realizing the company's vision, mission and goals and is a significant determinant of achievements for the company. The importance of HR management in the corporate context cannot be ignored; not just managing employees operationally, but seen as a strategic asset. Effective HR management is able to form a strong company culture, increase productivity, and ensure the continuity of the organization.

2.2 Workload Definition

Sunyoto [11] explains that workload is the accumulation of excessive work which can cause stress and tension in individuals. This factor can arise because of high work pressure and the high level of skills required, as well as because of the fast pace of task implementation. Meanwhile, according to Komaruddin [12], workload studies aim to determine the amount of individual obligations and workload based on the time and volume of work that must be completed. From this explanation, it can be concluded that workload involves work with high demands that must be completed quickly, including the number of working hours, volume of work, and increased responsibility.

Manuaba [13] explains that workload is influenced by two general factors, namely external and internal factors. External factors include physical conditions of work, work environment, working hours, wages, and task transfer. Meanwhile, internal factors include the body's reaction to workload, including somatic factors such as physical condition, age, nutrition and gender, as well as spiritual factors involving encouragement, understanding, belief and pleasure.

2.3 Definition of Work Motivation

Gibson [14] describes motivation as a relationship between ideas and movements that encourage individuals to behave and achieve goals. Robbins and Judge [15] explain that motivation is a process that influences the intensity, direction and persistence of a person's efforts in achieving goals. Motivation can come from internal individual factors, such as the desire to achieve personal goals, as well as from external factors, such as the work environment and the need to obtain the desired things. Thus, motivation involves the link between an individual's personal interests and work results, which influences the intensity and persistence of an individual's efforts in achieving goals. According to Mangkunegara AA [16], needs are inner drives that involve a conflict between desires and reality. Robbins [17] put forward five theories about needs, including:

a) Needs Theory According to Abraham Maslow:

Basic needs such as food, drink and physical protection.

The need for a sense of security in the environment.

The need for affection and social interaction.

The need for esteem and self-esteem.

The need for self-actualization and giving opinions.

b) Two Factor Theory According to Frederik Herzberg:

The relationship between intrinsic factors and motivation and job satisfaction.

The relationship between extrinsic factors and job dissatisfaction or hygiene.

c) Theory X and Y According to Douglas McGregor:

Theory X states that employees tend to be lazy and irresponsible.

Theory Y proposes that employees have intrinsic motivation to work and responsibility for their tasks.

2.4. Definition of Employee Performance

In research by Rivai & Basri [18], performance is defined as achievement by employees who successfully complete tasks within the set time limits, in accordance with work standards, work targets and company goals. Mangkunegara [19] defines performance as the result of employee work that has significant weight or quality, reflecting the responsibilities that have been given. A similar opinion was expressed by Mangkuprawira [20], who described performance as the result of a work process that was planned in a timely and timely manner, involving various parties within the organization. Thus, performance can be interpreted as the result of employee achievement in completing their

duties and responsibilities with quality that is measured and reflects the quality of the work carried out.

According to Mangkunegara [19], performance can be influenced by ability factors, which include aspects of intelligence and expertise. Apart from that, motivation factors also play an important role, with motivation as an internal drive that encourages employees to carry out work and achieve expectations. Prawirosentono [21] also states that performance is influenced by the effectiveness and efficiency factors of activities, where effectiveness is measured by the ability to achieve certain goals, while efficiency is related to the results of these activities. Authority or authority in the organizational structure also influences performance, by providing instructions or communication to members to carry out tasks according to their contribution. Apart from that, discipline also has a significant influence, with employees showing a disciplined attitude by complying with work regulations in the organization.

3. Methods

The quantitative approach is an approach used by researchers to statistically test the influence and relationship between two variables, namely motivation and workload. In this research, researchers used the Slovin formula to calculate the number of samples. The data collection method used in this research was obtained through questionnaires. The data analysis technique for this research uses descriptive statistical techniques. Data testing was carried out using IBM SPSS statistics 26. Some of the data tests carried out were; instrument test (validity test & reliability test), classical assumption test (normality test, multicollinearity test, heteroscedasticity test) multiple linear regression analysis method, hypothesis test (simultaneous f test, partial t test), determinant coefficient test (Rsquare) . This research not only aims to identify factors that influence employee performance, but also to provide a deeper understanding of the dynamics of the relationship between motivation, workload and performance in the context of a complex work environment.

4. Results

Results and Discussion outline the research steps, including research design, research procedures, processing, research results and analysis of research results. The author can add the necessary subtitles to this section. It should provide a concise and precise description of the experimental results, their interpretation, as well as the experimental conclusions that can be drawn.

4.1 Descriptive Analysis of Variables

4.1.1 Workload Variables

The total average of the Workload variable is 4.27%. The statement with the highest average is "The tasks given are in accordance with the skills I have" (4.36%), while the statement with the lowest average is "The company has provided me with health insurance" (4.09%). In general, the majority of respondents felt that the tasks given were in accordance with their talents, but most also felt that health insurance from the company was still inadequate.

4.1.2 Work Motivation Variables

The total average of the Work Motivation variable is 4.24%. The statement with the highest average is "The company pays salaries according to education level" (4.38%), while the statement with the lowest average is "I received praise from the leadership for my satisfactory work results" (3.97%). Overall, the majority of respondents felt that companies pay attention to education level in providing salaries, but most also felt that they received less praise from leadership for satisfactory work results.

4.1.3 Employee Performance Variables

Based on the results of data analysis in the table, the total average of the Workload variable is 4.30%. The statement with the highest average is "I am able to collaborate with colleagues" and "I am able to complete the tasks given by the leader" (4.31%), while the statement with the lowest average is "I am able to use the equipment provided by the company, especially those related to with my job" (4.27%). Overall, the majority of respondents felt they were able to collaborate well with colleagues and complete tasks given by their leadership, but there were some respondents who felt less able to use the equipment provided by the company.

4.2 Hypothesis testing

4.2.1 F test

Based on the test results, it can be concluded that there is a significant simultaneous influence of the independent variables, namely Work Load and Work Motivation, on the dependent variable, namely Performance. This is indicated by a significance value of $0.000 < 0.05$ and a calculated F value of $66,847 > F$ table of 3.102. Therefore, these two independent variables have a significant effect on employee performance.

4.2.2 T test

Based on the t test results, the Workload variable has a significance value of 0.046, which is smaller than 0.05. The calculated t value is -2.029, while the t table is (1.662). By using the method described by Mardani R. (2021), ignoring negative symbols, the absolute value of t calculated ($2.029 > t$ table (1.662)), the Workload variable has an effect on the Performance variable, so the first hypothesis is accepted. Furthermore, the Work Motivation variable has a significance value of 0.000, which is also smaller than 0.05. The calculated t value is $10,989 > t$ table (1,662), so the Work Motivation variable influences the Performance variable, so the second hypothesis is accepted.

5. Discussion

1. Workload on Employee Performance (H1)

Hypothesis 1 in this study was declared proven. This is proven by the results of the partial test (T test) which was carried out on the workload variable which showed a significance value of 0.046 which has a value smaller than 0.05. So it can be concluded that workload has a positive influence on the performance of PT Karya Tanah Subur Aceh Barat employees. This has been proven to be true, which means H1 is accepted.

2. Work Motivation on Employee Performance (H2)

Hypothesis 2 in this study was declared proven. This is proven by the results of the partial test (T test) which was carried out on the work motivation variable which shows a significance value of 0.000 which has a value smaller than 0.05. So it can be concluded that work motivation has a positive influence on the performance of employees of PT Karya Tanah Subur Aceh Barat, which has been proven to be true, which means H2 is accepted.

3. Workload and Work Motivation on Employee Performance (H3)

Hypothesis 3 in this study was declared proven. This is proven by the results of simultaneous testing (F Test) which was carried out on the workload and work motivation variables showing a significance value of 0.000 which has a value smaller than 0.05. So it can be concluded that workload and work motivation have a positive influence on the performance of PT employees. West Aceh Fertile Land Works. Proven to be true, which means H3 is accepted. Judging from the results of the coefficient of determination test, the workload and work motivation variables have an influence of 60.2%. This shows that these two variables have a big influence on employee performance. If these two variables are increased to the highest level, employee performance can also reach the highest level.

6. Conclusion and Recommendations

Conclusion:

This research aims to determine the effect of Work Load (X1) and Work Motivation (X2) on Employee Performance (Y) of PT employees. West Aceh Fertile Land Works. Based on the results of this research, the following conclusions were obtained:

1. Based on the results of the F test (Simultaneous), it shows that there is a significant simultaneous influence between the Work Load (X1) and Work Motivation (X2) variables on the Employee Performance variable (Y) at PT. Fertile Land Works. This is explained by a significance value of $0.000 < 0.05$ and an Fcount value of $66,847 > F_{table}$ of 3,102
2. Based on the results of the T test (Partial), it shows that there is a partially significant influence between the Workload variable (X1) on the Employee Performance variable (Y) at PT. West Aceh Fertile Land Works. This is explained by a significance value of 0.046, this value is smaller than 0.05. Meanwhile, for the calculated t, the value obtained is $2,029 > t_{table}$ (1,662).
3. Based on the results of the T test (Partial), it shows that there is a partially significant influence between the Work Motivation variable (X2) on the Employee Performance variable (Y) at PT. West Aceh Fertile Land Works. This is explained by a significance value of 0.000, this value is smaller than 0.05. Meanwhile, for the calculated t, the value obtained is $10,989 > t_{table}$ (1,662).

4. Based on the results of the coefficient of determination with an Adjusted R Square value of 0.602, it can be concluded that the Workload and Work Motivation variables can explain the Employee Performance variable by 60.2%, while the other 39.8% is explained by factors outside the variables studied.

Theoretical Suggestions:

Future research is expected to use other variables that influence employee performance, such as using job satisfaction variables, work productivity, or adding mediation or moderation variables.

Practitioner Advice:

1. It is important for companies to make evaluations regarding employee conditions, such as what needs to be improved, skills needed, strengths and weaknesses, increasing knowledge and implementing or trying new innovations to increase work productivity.
2. Based on the statement above, it is found that the workload variable (X1) has the lowest value in question X1.6 with an average value of 4.09, this is related to the health insurance provided by the company. Therefore, researchers suggest that companies should re-examine the extent of coverage and the amount of health insurance.
3. Based on the statement above, it is found that the work motivation variable (X2) has the lowest value in question X2.8 with an average value of 3.97, this is related to the praise given by the leadership for satisfactory work results. Therefore, researchers suggest that leaders can appreciate employee performance through praise, because feelings of esteem and recognition are needed by employees so that they feel at home and loyal at work.
4. Based on the statement above, it is found that the employee performance variable (Y) has the lowest value in question Y.3 with an average value of 4.27%, this is related to the use of equipment provided by the company, especially those related to work. Therefore, researchers suggest that companies should re-examine the suitability between work equipment and the tasks of each employee.

Author Contributions: Conceptualization, D.W. and D.D.; methodology, D.W.; software, D.W.; validation, D.W. and D.D.; formal analysis, D.W.; investigation, D.W.; resources, D.W.; data curation, D.W.; writing original draft preparation, D.W.; writing review and editing, D.W. and D.D.; visualization, D.W.; supervision, D.D.; project administration, D.D.; funding acquisition, D.D. All authors have read and agreed to the published version of the manuscript.

Conflicts of Interest: The authors declare no conflict of interest

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