The Effect of Workload on Employee Performance at PT. Suracojaya Abadimotor Daya Branch, Makassar City

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Abstrak

The type of this research is quantitative research with the aim of knowing the effect of workload on employee performance at PT. Suracojaya Abadimotor Daya Branch, Makassar City. This sample was taken from PT. Suracojaya Abadimotor Daya Branch, Makassar City. The type of data used in this research is quantitative data obtained from published questionnaires and is related to the problem under study. Data collection was carried out by observation and distribution of questionnaires at PT. Suracojaya Abadimotor Daya Branch Makassar City with a research population of 37 employees and the sample used was also 37 respondents. The data analysis techniques used in this research are validity testing, reliability testing, classical assumption testing, simple regression analysis, hypothesis testing (t and R^2 tests). Based on the research results and discussions that have been carried out, the results of this research show that there is a significant positive influence between workload and employee performance at PT. Suracojaya Abadimotor Makassar City Power Branch as evidenced by the workload regression coefficient value of 0.354 and tcount value 2.244 > t table = 2.030. With a significant value of 0.031 <0.05.

Keywords: Workload, Employee Performance.

INTRODUCTION

Human resource management is the most important component in an organization or company, human resources are expected by the organization to be able to have a positive impact on every activity carried out by the company in order to achieve its goals, employees are required to maximize their performance, so that it is hoped that they can increase productivity which is high for the Company (Rini Wati, 2016). Without the role of humans in running the company, the various factors needed are available, the organization will still not run, therefore the organization must pay better attention to its human resources, so that the organization has high productivity higher. One factor in the success of an organization is its employee workforce or human resources..

Workload is an inhibiting factor in employee performance caused by the company. Workload is work given by the company and must be done by employees. Quantitative workload is measured based on the time that must be completed, while qualitatively workload can cause mental pressure on employees. High workload can be detrimental to employees and the organization, because if the workload given is too high and the employee's abilities cannot meet work demands, then the company will need additional time so that the employee can complete his work (Arfani, M. R., & Luturlean, B. S. 2018) . Workload according to (Paramitadewi, 2017) is a process of completing work tasks within a certain period of time. In completing a work task, individual capacity and performance are really needed which can be seen from the amount of work that must be done, the time limit for completing the task, as well as the individual's thoughts on his work (Nurhaliza, S. 2019).

In an organization or company, employee performance greatly influences the productivity of a company because if employee performance is bad, it will also have a bad impact on the company, and vice versa. If the employee's performance is good, it will also have a good influence or impact on the company's goals. Therefore, apart from demanding maximum performance from employees, the company or organization must also fulfill the rights and needs of its employees, namely by paying attention to the various levels of needs. in fulfilling employee welfare, one of which can be done by providing compensation and also in order to increase employee satisfaction (Indrastuti, S. 2020).

This research was conducted at PT. Suracojaya Abadi Motor Daya branch, PT. Suracojaya Abadi Motor Makassar City Branch is a company operating in the automotive trading sector, which markets/distributes Yamaha PT brand cars and motorbikes. Suracojaya Abadi Motor Daya Branch shows that workload affects employee performance. Excessive work load and pressure or intimidation from various parties. The workload produces pressure that affects the emotions, thought processes and physical condition of PT employees. Suracojaya Abadi Motor Daya branch.

Based on initial observations carried out by researchers at PT. Suraco Jayaabadi Motor Makassar City Branch, researchers saw that there was a workload at PT. Suracojaya Abadi Motor, Daya Branch, Makassar City, namely that there are a lot of customer orders, some employees do not have time to rest during rest hours and work capacity makes employees unable to work optimally due to fatigue, causing a burden on employee performance at PT. Suracojaya AbadiMotor, Daya Branch, Makassar City.

Based on this background, this research tries to examine the workload problems experienced by employees. Based on the background above that has been described, the author is interested in conducting research with the title "The Effect of Workload on Employee Performance at PT. Suracojaya Abadimotor Makassar City Daya Branch".

RESEARCH METHODS

This research and data collection uses descriptive research with a quantitative approach. Descriptive research is explanatory in nature and aims to provide an overview or description of a problem, situation or event as it exists to reveal facts. By testing hypotheses through measuring variables with instruments carried out using a Likert scale.This research and data collection was carried out at the PT office. Suracojaya Abadimotor Daya Branch. Jl. Pioneers of Independence Km.13 Komp. Ruko Daya Sakti No.9/11, Makassar, South Sulawesi.

RESULT AND DISCUSSION

A. Research result

1. Respondent Characteristics

Table 1. Characteristics of respondents based on gender

Gander	Amount	Percentage
Man	33	89.2
Woman	4	10.8
Total	37	100.0

Source: Primary data, 2024

2. Trust Test

This Reliability Test is used to test the accuracy and precision of the measurements. The instrument is reliable so that it uses a Cronbach alpha value limit of 0.60. If the reliability is >0.60 it is reliable or consistent, while <0.60 is unreliable or inconsistent.

Table 2.   Reliability Test Results for Workload Variables and Employee Performance Variables

Reliability Statistics	
Cronbach's Alpha	N of items
0.737	10
Reliability Statistics	
Cronbach's Alpha	N of items
0.620	11

Source: Primary Data, 2024

Judging from table 2, the Cronbach's Alpha value of the influence variable on employee performance is found to be greater than 0.60, so it can be concluded that employee performance has a reliability value that meets the requirements and is declared reliable.

3. Partial Test (t)

Table 3. Patrial t Test Results

Coefficients[a]					
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	32.737	6.924		4.728	.000
	Workload	.354	.158	.355	2.244	.031
a. Dependent Variable: Employee Performance						

Source: Primary Data, 2024

Based on table 3 above, it can be seen that the value of tcount = 2.244 > ttable = 2.030 and the significant value for the Workload variable obtained is smaller than the standard value of 0.05 with the SPSS analysis results being 0.031 < 0.05. So it can be concluded that there is a positive and significant influence between the Influence of Workload on Employee Performance so that the hypothesis proposed can be accepted or proven

4. Determination Test

The coefficient of determination test (R^2) aims to determine how much the independent variable can explain the dependent variable. The R Square value is said to be good if it is above 0.5 because R Square is between zero and one.

Table 4. Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.355[a]	.126	.101	1.217
a. Predictors: (Constant), Workload				

Source: Primary Data, 2024

Based on the results from table 4 above, it can be said that R2 has a value of 0.126, meaning that the workload variable with a capacity level is 12.6% and the remaining 87.4% is influenced by other factors that cannot be researched.

B. Discussion

In this research, where Workload on Employee Performance shows a tcount value of 2,244> a ttable value of 2,030 and a significance value of 0.031 <0.05. This means that workload has a positive and significant effect on employee performance.

The results of this research are in line with the hypothesis proposed by the researcher, where this research shows that workload has a positive and significant effect on employee

performance at PT. Suraco Jaya Abadi Motor Daya Branch. This means that if the workload of PT. Suraco Jaya Abadi Motor Branch Power is appropriate, employee performance will be better and increase.

CONCLUSION

The aim of this research is to determine the effect of workload on employee performance. Based on the results of the research conducted, the author can conclude. There is a significant positive influence on workload on employee performance at PT. Suracojaya AbadiMotor Daya Makassar City Branch. This is proven by a simple regression analysis test which obtained the results of the workload t test with tcount = 2,244 > ttable = 2,030. In addition, it was found that the significant value of workload on employee performance was $0.031 < 0.05$. The results of the regression analysis explain that increasing or decreasing an employee's performance is not entirely influenced by the workload variable but rather there are other variables that influence employee performance, namely variables that were not examined in this research.

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