

Impact of Quality Life Work and Workload On Employee Performance at PT. BRI Tbk Barru Branch Office

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Abstract

Research purposes This For know influence quality life work and burden Work to performance employees at PT. Bank Rakyat Indonesia Tbk . Barru Branch Office. Type of data used in study This is the quantitative data obtained from distributed and related questionnaires with the problem under study . Data collection techniques were carried out with observation and sharing questionnaire . In research This data sources used in Data collection includes primary data and secondary data . Instrument research used in study This use method scale likert . Based on results data research with use calculation statistics through Statistics for the Social Science (SPSS) version 21 application regarding influence quality life work and burden Work to performance employees at PT. Bank Rakyat Indonesia Tbk . Barru Branch Office which has discussed in chapter before , then writer interesting A conclusion important that is quality life work and burden Work influential positive and significant to performance employee proven with efficient regression quality life work (X_1) of 0.300 and load work (X_2) of 0.510 and value $t_{count}(X_1)$ is 2.020 > t_{table} 2.00 with mark significance 0.047 < 0.05 whereas mark $t_{count}(X_2)$ is 3,862 > t_{table} 2.00 with mark significance 0.000 < 0.05.

Keywords : Quality Life Work , Workload , Employee Performance

INTRODUCTION

Every organization naturally want his company capable compete with company other . Performance results employee hold role important in sustainability company , then from That company must notice management source Power Management source Power man is one of factor key For get performance the best , because besides handle problem skills and expertise , HR management is also obliged build behavior conducive employee For get performance best . The workforce competent and skilled is a valuable asset that can be give superiority competitive for company . All human resource potential influential to effort organization in reach objective . However it progresses technology , development information , available and adequate capital material If without HR it's difficult for organization That reach objective with Good . Malay Hasibuan in Ambarwati (2019) said management source Power man is science and art arrange relationships and roles power work to be effective power working and efficient help realization objective companies , employees , and society . With exists source Power human , performance somebody Can structured with Good .

According to Kasmir in Wijaya and Fauji (2021) performance is results work and behavior work that has been done achieved in fulfillment duties and responsibilities the answer given during period time certain . Employee performance is one of factor important contributors direct to success and success organization . Employees who own performance tall can increase productivity , efficiency and innovation within company . Employee performance is factor important influences success organization . Quality life work and burden Work become crucial aspect For noticed .

Investing companies in increase quality life Work employee will get benefit period long in form subtraction level absenteeism , *turnover* employees , and improve image company as

place good work and fun . Organization that provides quality life nice work will realize feeling satisfied to employees , feel motivated , and dedicated in turn can contribute to performance they . Apart from that , bro Work is proper thing noticed by the company in produce good performance . Because , burden excessive work can contributed to the decline quality work , improvement level stress , and problems mental health . The workload is not managed with Good can hinder productivity , increase level absence and impact negative on well-being employee in a way whole .

Based on observation beginning researcher at PT. Bank Rakyat Indonesia Tbk . Barru Branch Office found that quality life Work Not yet maximum . Like condition room still working Far from the room layout comfortable work , because room the congested whereas employed employees Enough Lots . Besides that room Work employee functioned as place storage file customers so that cause limitations room motion employees and can bother performance employee . Whereas environmental problems research work find it at PT. People's Bank Indonesia Tbk . The Barru Branch Office is facilities provided by the company not optimal so cause employee No comfortable in Work . Besides , it 's a burden Work employee Enough tall where in the employee's fiscal year usually overtime , p This No in accordance rule company schedule . Conditions the naturally will impact on the decline performance employee . Observation results initial identification that environment working at PT. Bank Rakyat Indonesia Tbk . Barru Branch Office not yet fully applied optimally . The employees placed in comfortable conditions No maintained and fulfilled , even though employees really need it something condition it is in the environment Work so that employee capable reach success Work with good performance too .

RESEARCH METHODS

Study This use study quantitative which is based on the philosophy of positivism with methodology deductive that focuses on use numbers (*numerical*). By testing the hypothesis through measuring variables with instruments using a Likert scale. Research and data collection was carried out at PT. Bank Rakyat Indonesia Tbk . Barru Branch Office located on Jl. Sultan Hasanuddin No. 90, Barru District , Barru Regency , South Sulawesi. Researchers took the location at PT. Bank Rakyat Indonesia Tbk . Barru Branch Office because researchers see problems related to quality Life Work and Workload which is ineffective or less than optimal. Researchers also want to know how big the influence of quality is life work and burden Work on employee performance at PT. Bank Rakyat Indonesia Tbk . Barru Branch Office due to share agencies and employees quality life work and burden Work become factor decider Good or or not performance produced by employees . This research was carried out for two months, namely from November 2023 to January 2024 .

RESULTS AND DISCUSSION

A. Research result

1. Respondent Characteristics

Table 1. Characteristics of Respondents

Gender	Amount	Percentage
Man	25	47 %
Woman	28	53 %
TOTAL	53	100%

Based on Table 1 above, it can be seen that there were 25 men with a percentage value of 47 % and 28 women with a percentage value of 53 %. So it can be concluded that employees at PT. Bank Rakyat Indonesia Barru Branch Office is dominated by women.

2. Trust test

Table 2. Reliability Test

NO	Indicator	Cronbach's Alpha	Information
1.	Quality Life Work (X ₁)	0.734	Can reliable
2.	Workload (X ₂)	0.763	Reliable
3.	Employee Performance (Y)	0.837	Reliable

From table 2 above it can be concluded that the calculation results for each Quality variable Life Work (X₁), Workload (X₂) and Employee Performance (Y) have Cronbach's Alpha values greater than 0.60. So it can be said that all the variables in the instrument are reliable.

3. Partial Test (t)

Table 3 . Partial Test (t)

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Beta		
(Constant)	4,781	2,366		2,020	,049
1 Quality Life Work	,300	,148	,249	2,035	,047
Workload	,510	.132	,473	3,862	,000

Based on table 3 above, it can be seen that $t_{count} > t_{table}$ ($2.020 > 2.00$) and the significance value of the Quality variable Life Work $0.047 < 0.05$, whereas variable burden Work obtained results calculation $t_{count} > t_{table}$ value $3.862 > 2.00$ and value significance For variable burden work $0.000 < 0.05$ so it can be concluded that the hypothesis is accepted which means that Quality Life Work and Workload has a positive and significant effect on employee performance at PT. Bank Rakyat Indonesia Tbk . Barru Branch Office.

4. Determination Test

Table 4. Determination test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.621 ^a	.386	.361	1.36201

Based on the results of simple regression management, it is known that the coefficient of determination (R^2) is 0.386 , meaning that Quality variable Life Work and Workload able to explain variations in the Employee Performance variable, namely 38.6 % and the remaining 61.4 % influenced by other factors not examined in this research model.

B. Discussion

Based on the results of statistical tests, it is clear that the quality variable work life and burden Work has a positive influence on employee performance. Then from the results of the partial test (t test) it is known that the quality work life and burden Work has a significant influence on employee performance at the Makassar City Tourism Office. On variables quality life Work has a $t_{calculated}$ value obtained that is greater than the t_{table} ($2.035 > 2.00$) with a significance level of 0.047 smaller than the standard value of 0.05. Meanwhile for variables burden Work stated mark The $t_{calculated}$ obtained is greater than the t_{table} ($3.862 > 2.00$) with a significance level of 0.000 which is smaller than the standard value of 0.05. So it can be interpreted based on the t test showing that quality life work and burden work has a positive and significant effect on employee performance at PT. Bank Rakyat Indonesia Tbk . Barru Branch Office . Meaning if quality life Work the more good and burden Work in accordance with ability employee so mark resulting performance employee will increase or the more Good .

CONCLUSION

This research aims to determine the effect Quality Life Work and burden Work On Performance Employees at PT. Bank Rakyat Indonesia Tbk . Barru Branch Office . Based on the results of the research and discussion, the author can conclude these variables at PT. Bank Rakyat Indonesia Tbk . Barru Branch Office . It can be concluded that when quality life Work If improved, it will improve employee performance , as well with burden work , if burden

covered work employee in accordance with ability employee so resulting performance will more increase .

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