

Role of Workload and Work Discipline on Employee Performance in Machine Distributor Company

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Abstract

This study aims to determine whether there is influence between workload and work discipline on employee performance at PT. Orientama Makmur Abadi. This study uses a quantitative approach by distributing questionnaires to 100 employees of PT. Orientama Makmur Abadi. The results of the hypothesis test (t test) show that the workload variable has a significant effect on employee performance variables. This is indicated by the calculated t value of $3.375 > t$ table 1.984 which is greater than t table. Likewise, work discipline has a significant effect on employee performance variables with t count $4.855 > t$ table 1.984 which is greater than t table. The conclusion of this study is that workload and work discipline have a significant effect on employee performance.

Kata Kunci: Workload, Work Discipline, Employee Performance



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INTRODUCTION

In this era of globalization, organizations face intense competition in the fields of technological change, political and economic environment. Therefore each of the organizations encourages its employees to prepare in accordance with higher capabilities in improving employee performance. According to Sedarmayanti (2017, p. 260), performance is a translation of performance which means the work of an employee, a management process or an organization as a whole, where the results of the work must be shown in concrete and measurable evidence (compared to standards that have been specified).

Improving employee performance will bring progress for the organization to survive in an unstable business competition. Therefore, efforts to improve employee performance are a challenge for management because success in achieving the vision and goals of the organization depends on the quality of the performance of the human resources in the organization. To achieve organizational goals, a series of activities known as the management process is required, which consists of planning, organizing, actuating and controlling through the utilization of human resources and other resources. Human resources play an important role in a company, because human resources always play an active and dominant role in every company activity where humans become planners, executors, and determinants of the realization of company goals.

The success or failure of a company in achieving its goals is highly dependent on the ability of its human resources or employees to carry out the tasks assigned so that employees are required to always be able to develop themselves proactively within a company. The human resources needed at this time are human resources who have good performance. According to Mangkunegara (2014, p. 67), employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. The results of employee performance assessments tell whether human resources have fulfilled the tasks assigned by the company, whether viewed from quality or quantity (Rivai,

2014, p. 405). Good performance is optimal performance, namely performance that is in accordance with organizational standards and supports the achievement of organizational goals. A good organization is an organization that seeks to improve the capabilities of its human resources, because this is a key factor for improving employee performance.

The first factor that can affect performance is workload. According to Koesmowidjojo (2017, p. 21), workload is a number of jobs given to employees to complete within a certain period of time. As we know, a little or a lot of workload received by employees must be completed based on the time determined by the company. But it would be nice if the existing workload could be balanced with the abilities possessed by employees. With a balanced workload and employee capabilities can also improve the quality of work on employees.

In addition to workload factors, work discipline can also affect employee performance. According to Hasibuan (2017, p. 23) discipline is the most important function of Human Resource Management (HRM) and the key to realizing goals because without good discipline it is difficult to achieve maximum goals. Discipline is very important to achieve good employee performance, apart from being a moral obligation, discipline also functions as an employee commitment as a form of reciprocity between the company and employees. Discipline needs to be built and maintained properly, because if not, discipline will result in delays in carrying out tasks and will have bad consequences for the company. For companies, the existence of work discipline will ensure the maintenance of order and the smooth implementation of tasks, so as to obtain maximum results. As for employees, they will get a pleasant working atmosphere so that it will increase their morale in carrying out their duties as much as possible for the realization of organizational goals.

RESEARCH METHOD

Conceptual Research Method

To facilitate the analysis of the problems encountered, we need a theoretical framework that will provide an overview of the research to reach a conclusion. In this study the author will try to explain about Workload and Work Discipline on Employee Performance.

Unit Analysis

The unit of analysis is a certain unit that is considered as a subject according to the research target (Arikunto, 2016). The unit of analysis in this study is PT. Orientama Makmur Abadi. Determination of the unit of analysis is based on the ease of access in obtaining the data needed to compile research and because there is a problem experienced by PT. Orientama Makmur Abadi.

Population

According to Sugiyono (2016, p. 115) population is a generalized area consisting of objects/subjects that have certain qualities and characteristics that are applied by researchers to study and then draw conclusions. The population in this study were all employees of PT. Orientama Makmur Abadi which is 100 people.

Sample

The sample is part of the population which is the actual data source in the research. In other words, the sample is part of the population to represent the entire population whose characteristics are to be investigated. The non-probability sampling technique used in this study is the saturated sampling technique (census), considering the total population of only 100 people, all members of the population are sampled. According to Sugiyono (2016, p. 82), non-probability sampling is a sampling technique that does not provide equal opportunities or opportunities for each element or member of the population to be selected as a sample. This

sample is more suitable for quantitative research, or studies that do not generalize.

Data Collection

In this study the authors used a survey data collection method (Methods Survey) which was carried out by conducting direct observations at the agencies that were the object of research. To obtain primary data, 4 (four) ways of obtaining data are used:

1. Observation (Direct Observation). Namely by making direct observations at PT. Orientama Makmur Abadi to obtain the necessary data.
2. Interview. Namely the data collection technique carried out by the author by dealing directly with respondents and providing questions to parties related to the issues discussed according to needs.
3. Questionnaire. Data collection technique that is carried out by giving or distributing a set of questions or written statements to respondents to then answer them. The author provides questions and written statements to employees at PT. Orientama Makmur Abadi.
4. Literature Study. Literature study was conducted to find various theories and assumptions that have a relationship with the object of research.

Data Analysis

The design of data analysis is the steps taken in analyzing data using multiple linear regression methods. Data processing is done by using a computer, namely the SPSS (Statistical Package for Social Science) program version 25.00 with the hope that there will be no large error rate and manual techniques are used considering that not all data can be processed using a computer but with manual intermediaries new data can be inputted by computer.

RESULT AND DISCUSSION

Pre-Test

The pre-test was carried out on some of the respondents who became the research sample to find out whether the research instrument was feasible and could be continued into further testing. Researchers conducted a pre-test using validity and reliability tests on a sample of 30 respondents. The results obtained in the Pre-test will determine whether the research instrument is feasible to use for the next 100 respondents.

Validity Test

Validity testing was carried out on each research variable using the Pearson Bivariate method, two tailed test. This test compares the rcount value with the rtable value for the degree of freedom = $n - 2$, in this case $30 - 2 = 28$ and the two test areas with an alpha of 0.05 get a rtable of 0.361. Each question item is said to be valid if the correlational number obtained from the calculation is greater than or equal to the rtable (Ghozali, 2018, p. 52).

Discussion

Hypothesis 1

It is known that the result of tcount is $3.375 > t\text{-table } 1.984$ with Sig. of $0.001 < 0.05$. Based on these results it can be decided that H1 is accepted. This means that the Workload variable (X1) partially affects Employee Performance (Y). This means that the more and heavier the workload that employees get, the employee's performance will not be optimal, this is because the perception of workload is something that is closely related to a job, where employees provide an assessment of a number of task demands or activities that require mental and physical activity. which must be completed within a certain time.

The results of this study support the findings of Jeky K. R. Rolos, Sofia A. P. Sambul and Wehelmina Rumawas (2018), Yudha Adityawarman, Bunasor Sanim and Bonar M. Sinaga (2017), Derek L. Mracek, Matthew L. Arsenault, Eric Anthony Day, Jay H. Hardy III, and Robert A. Terry (2014) and Kimmy Wa Chan & Wing Lam (2011), which states that workload has a significant and significant effect on employee performance.

Hypothesis 2

It is known that the result of tcount is $4.855 > t\text{-table } 1.984$ with Sig. of $0.000 < 0.05$. Based on these results it can be decided that H2 is accepted. This means that the variable Work Discipline (X2) partially influences Employee Performance (Y). This means that the application of work discipline by PT. Orientama Makmur Abadi makes employees serious in carrying out the work given, this is closely related to employee performance, if work discipline can be followed then employee morale will be better.

The results of this study support the findings of Prastika Meilany and Mariaty Ibrahim (2015) and Hendri Azwar, Ira Meirina Chair and Youmil Abrian (2015), which state that work discipline has a significant and significant effect on employee performance.

Hypothesis 3

Based on the research that has been done, it is known that the Fcount results are $55.342 > F\text{table } 3.09$ with Sig. of $0.000 < 0.05$. Based on these results it can be decided that H3 is accepted. This means that the variables Workload (X1) and Work Discipline (X2) simultaneously have a significant influence on Employee Performance variables. The results of this study indicate that a balanced workload and better work discipline will improve the performance of employees at PT. PT. Orientama Makmur Abadi.

CONCLUSION

Based on the discussion and testing that has been carried out by the researcher, the researcher draws the following conclusions: Workload Variables have a significant influence on Employee Performance. Work Discipline Variable has a significant influence on Employee Performance. Workload and Work Discipline variables simultaneously have a significant influence on Employee Performance. Based on the results of the analysis and conclusions from this study, the following are some managerial implications that are expected to be helpful and beneficial to related parties. The managerial implications are as follows: Employees cannot leave the office even though working time is over due to unfinished work so employees feel reluctant to leave the office. Researchers suggest that superiors do not overly force employees to come home late or later than working hours so that employees can maximize good performance the next day. Some employees are not present on time during working hours. Researchers suggest that related parties pay more attention and provide socialization regarding employee working hours. Employees feel unsure that they can complete tasks effectively even if the tasks are complex or multiple. Researchers suggest that management can encourage superiors to pay more attention to their subordinates, by providing information to employees either directly to employees or indirectly through messaging applications about what needs to be done, so employees can know what their jobs are and how to do them well.

Based on the results of the research discussion and conclusions, the researchers provide the following suggestions: For PT. Orientama Makmur Abadi, PT. Orientama Makmur Abadi still pays attention to the workload of employees, do not let it increase which can cause a decrease in employee performance potential. Pay more attention to and further improve the work discipline of its employees. For future researchers, the variables used for this study are very few,

namely only two variables, therefore in future research other variables can be added such as compensation, work environment, leadership style and so on. So that it can provide a broader picture of what factors affect employee performance besides Workload and Work Discipline, Workload Variables, Work Discipline and Employee Performance the questionnaire used by researchers is still limited and the questions are still inadequate, therefore in further research can add and improve the questions in this study. The population used in this study was only 100 respondents. Future studies are expected to increase the number of samples to be used, so that the results will be closer to the actual conditions. Sample sizes of more than 30 and less than 500 are appropriate for research (Sekaran & Bougie, 2017, p. 120).

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