THE INFLUENCE OF MOTIVATION AND WORKLOAD O EMPLOYEE PERFORMANCE IN PT. INTEGRA SYNERGY SERVICES

Angga Pratama[1], Abdul Somad[2]
Pamulang University

Abstract: This study aims to determine the extent to which Motivation and Workload affect employee performance at PT Sinergi Integra Services (Tower Batavia Area, Central Jakarta) both partially and simultaneously. The research method used is quantitative descriptive which aims to describe the situation objectively by using numerical data collected through questionnaires. The sampling technique used is non-probability sampling with saturated sampling technique involving all 55 employees. Data analysis was carried out using the hypothesis testing method with the help of SPSS version 26 software. The results of the study indicate that Motivation and Workload have a significant influence on employee performance, both when tested partially and simultaneously. Based on the partial statistical test or t-test, it is known that Motivation significantly affects employee performance, while Workload is also proven to have a significant effect on employee performance. When tested simultaneously, the results show that Motivation and Workload together have a significant effect on employee performance. This indicates that the influence of Motivation and Workload on employee performance is 82.7%, while the rest, which is 17.3%, is influenced by other factors not included in the variables of this study.

Keywords: Motivation, Workload, Employee Performance

INTRODUCTION

The role of Human Resources (HR) is a very important aspect in achieving company goals. The survival of the company is very dependent on how far the company can utilize the human resources owned by the company. Because by maximizing the potential of each human resource can help the company to achieve the goals that have been determined. With various problems that exist in a company organization, where there are many differences in a person's background such as education, experience, economy, status of needs, expectations and so on, it requires company leaders to be able to manage and utilize it in such a way that it will not hinder the goals of the organization or company to be achieved.

Human resources are an important asset in a company because of their role as the subject of implementing company policies and operational activities. Without well-structured human resources, resources such as capital, methods, and machines will not provide maximum results because the role of human resources is very important and crucial in the company. Therefore, companies or organizations must be able to manage their human resources well in order to produce maximum employee performance and results for the company.

PT Sinergi Integra Services is a company engaged in the field of providing cleaning services for building floors and gondola man which supplies workers to various regions in Indonesia such as Bali, Surabaya, Bengkulu, and of course Jakarta.

At PT Sinergi Integra Services (Tower Batavia Area, Central Jakarta), we are faced with the problem of declining employee performance. This can be seen from employee performance data which shows a decline in employee performance.

Based on the previous explanation regarding employee performance, the author has conducted observations regarding employee performance. The author has found a phenomenon that occurs in the field regarding the quantity or amount of employee work. Where employees often find it difficult to carry out their work, because the amount of work given exceeds the employee's ability to complete their work. This is

because it is influenced by the quantity of work that exceeds the employee's ability. The following is employee performance assessment data or Key Performance Indicator at PT Sinergi Integra Services (Tower Batavia Area, Central Jakarta) in 2023:

Table 1. Employee Key Performance Indicator Data

No	Assessment Aspects	Mark	Information
1	*Abilities*	70	Good
2	*Capabilities*	70	Good
3	*Productivity*	65	Enough
4	*Initiative*	70	Good
5	*Motivation*	70	Good
6	*Responsibility*	65	Enough
7	*Discipline*	80	Good
8	*Performance*	75	Good
9	*Attitude*	80	Good
10	*Team*Work	80	Good
11	*Honestly*	90	Very good
12	*Loyalty*	70	Good
	TOTAL	895	Good
	OVERALL RESULT	75	Good

Source: PT Sinergi Integra Services (2024)

Based on the Key Performance Indicator table above, it shows that the achievement of employee performance of PT Sinergi Integra Services (Tower Batavia Area, Central Jakarta) is still not optimal according to the target given by the company, namely with an Overall Value of 85-90, with 2 aspects, namely Work Productivity and Responsibility which have a value of 65. This can certainly be a reference for the company in evaluating and analyzing what are the obstacles or constraints in its implementation in the field. Employees who have high performance, meaning that they have high quality and achievement and have the opportunity to advance their career or position. The success or failure of employees in working can be known if the company in question implements a good performance appraisal system.

The decline in performance at PT Sinergi Integra Services (Tower Batavia Area, Central Jakarta) is partly caused by the lack of motivation from employees which makes every job done less than optimal. Such as the absence of unfulfilled social needs and appreciation is also not felt by employees. Employees are also not given the opportunity to express their initiatives and creativity, so that in the end many employees do not develop their abilities. In fact, a company must treat employees well and humanely, namely by providing work that can improve their dignity and status, providing the facilities needed, meeting expectations, providing motivation, providing opportunities to grow and develop and providing health and safety guarantees.

This condition is absolutely necessary if employees feel their needs and expectations are met, of course they will be more loyal in devoting themselves fully to the goals and objectives of the company or the company itself, this will increase the enthusiasm of employees so that employees are motivated to work well. Therefore, companies must pay attention to work motivation for their employees if they want the goals of the company or organization to be achieved. Several ways can be used by leaders to provide positive motivation to their subordinates, such as special awards personally, pride or satisfaction and material.

The following is the Motivation presentation data at PT Sinergi Integra Services for 2021-2023:

Table 2. Employee Work Motivation

Providing work motivation (material and non-material)	Motivational Programs Provided	2021	2022	2023
Physical needs	Meal allowance & Overtime pay	There is	There is	There is

Providing work motivation (material and non-material)	Motivational Programs Provided	2021	2022	2023
The need for safety and security	BPJS, Pension Fund & THR	There is	There is	There is
Social needs	Outing/Family Gathering	There isn't any	There isn't any	There isn't any
Need for Appreciation	Loyalty/Length of Service Rewards & Performance Bonus	There isn't any	There isn't any	There isn't any
Self-actualization needs	Job Training & Promotion	There is	There is	There is

Source: PT Sinergi Integra Services (2024)

Based on the data above, there are still indicators that are missing, namely the need for awards including Awards for Loyalty/Term of Service & Achievement Bonuses etc. and social needs including Outing/Family Gathering. Therefore, improvements must be made to the employee motivation aspect at PT Sinergi Integra Services (Taman Batavia Area, Central Jakarta) in order to achieve the company's goals.

On that basis, the researcher conducted a study on how much motivation influences employee performance at PT Sinergi Integra Services (Batavia Tower Area, Central Jakarta). The role of motivation is to increase these desires and wishes, therefore it can be concluded that efforts to increase a person's work enthusiasm will always be related to efforts to motivate them, so that to create good motivation it is necessary to know human needs.

The dynamics of the current business world according to the effectiveness, productivity and efficiency of its actors starting from the lowest level employees to the highest management, so that all elements in the company can run in harmony to achieve the expected goals. The second factor that affects employee performance is workload. Workload is something that must be considered by the company because workload is a very important thing to consider in a company organization, workload is a task demand given to employees that must be completed within a certain period of time in one company, one indicator of workload is the target that must be achieved.

PT Sinergi Integra Services (Batavia Tower Area, Central Jakarta) has a job, namely cleaning building glass/Gondola man, which sets working days for its employees from Monday to Friday and working hours from 06.00-14.00 or for approximately 8 hours, but in reality many employees work more than the specified hours. This is supported by research conducted directly through observation at PT Sinergi Intergra Services (Batavia Tower Area, Central Jakarta) which states that almost every day employees complete their work beyond the specified time because during normal working hours they cannot achieve the specified target so they have to increase their working hours.

The following is a table of data on the realization of employee performance achievements at PT Sinergi Intergra Services (Tower Batavia Area, Central Jakarta) for the period 2021-2023:

Table 3. Employee Performance Target and Realization Data

Year	Number of employees	Daily targetper Individual	Average Realization per day per individual	Percentage
2021	45	15 M glass building	9 M Glass building	53.00%
2022	52	15 M glass building	13 M glass building	86.00%
2023	55	15 M glass building	12 M glass building	80.00%

Source: PT Sinergi Integra Services (2024)

Based on the table above, it can be seen that the daily target has been maximized, but the actual achievement is still far from what is expected. Even though the number of employees has been added from year to year, it still cannot achieve the predetermined target. The highest achievement was in 2022 where the percentage of achievement reached 86.00% and the lowest achievement was in 2021 with a percentage of

53.00%. This will certainly have a major impact on the employee performance level which will affect the progress of the company.

2. METHODOLOGY

This study uses a quantitative approach to analyze the effect of Motivation and Workload on employee performance at PT Sinergi Integra Services (Tower Batavia Area, Central Jakarta). According to Arikunto (2019), the research method is the main technique used by researchers to achieve goals and find answers to the problems raised. The quantitative approach chosen in this study aims to measure data in the form of numbers which are then analyzed using descriptive and inferential statistics, as explained by Silaen (2018). This means that the numbers are processed to understand their influence on the research problems that have been determined. This type of research is associative, where according to Pratama (2017), associative research aims to determine the relationship between two or more variables. In the context of this research, it is hoped that a theory can be built that can explain, predict, and control a symptom based on the relationship between the variables studied.

The research method used is descriptive and verification. Rukajat (2018) explains that descriptive research attempts to describe phenomena that occur in real and factual ways, providing systematic and accurate descriptions of the facts and relationships between the phenomena studied. This research is also verification, as stated by Pratama (2018), which aims to test the established hypothesis against a particular population or sample.

The location of this research was conducted at PT Sinergi Integra Services, located in the Menara Batavia Area, Jalan Karet Tengsin, Tanah Abang District, Central Jakarta. The research object includes all employees working in this company, totaling 55 people. Supranto in Ariawan et al. (2019) defines the research object as a collection of elements that can be individuals, organizations, or goods to be studied. The research period lasted for five months, from December 2023 to June 2024. The research process involved various stages, starting from initial observation, proposal preparation, proposal seminars, questionnaire distribution, to analysis and finalization of research results. All of these stages are designed to ensure that this research can provide accurate and relevant results in accordance with the objectives that have been set.

In this study, there are two main types of variables: independent variables (free) and dependent variables (bound). The independent variables studied are Motivation (X1) and Workload (X2), which are factors that are estimated to affect employee performance. Meanwhile, the dependent variable studied is Performance (Y), which is the result or impact of the independent variables.

Data collection was conducted through several methods, including observation, interviews, and questionnaires. Primary data were collected directly from respondents through questionnaires distributed to all employees of PT Sinergi Integra Services who were the samples in this study. In addition, secondary data were also obtained from various sources, including internal company documents and relevant literature. Data analysis in this study used parametric statistical techniques with the help of SPSS version 26 software. Validity and reliability tests were conducted to ensure that the instruments used were able to measure what should be measured and were consistent in data collection. Furthermore, classical assumption tests such as normality tests, multicollinearity tests, and heteroscedasticity tests were conducted to ensure that the regression model used met the required statistical requirements. Linear regression analysis, both simple and multiple, is used to understand the relationship between independent variables and dependent variables, as well as to test the established hypotheses.

RESULT AND DISCUSSION
A. General Overview of the Company

PT Sinergi Integra Services is a company engaged in the field of cleaning contract services, which are not only limited to cleaning services, but also include Office Boy and Messenger services. Since its establishment in 2007, the company has grown rapidly and currently has more than 1500 employees spread across various projects in major cities such as Jakarta, Bandung, Medan, Surabaya, Central Java, and Bengkulu. The head office of PT Sinergi Integra Services is located in Central Jakarta.

PT Sinergi Integra Services' vision is to become a favorite company in Indonesia by continuously striving to provide professional cleanliness standards and meet the expectations of clients, employees, and the community. In order to achieve this vision, the company has a mission to provide quality cleaning services in accordance with the standards required by clients, employees, and the community. The organizational

structure of PT Sinergi Integra Services is designed to ensure a clear division of tasks among the existing divisions. Each division has specific responsibilities that support the company's overall operations. The company's director is responsible for leading the company towards achieving its vision and mission, as well as managing the company's profits and losses. The Deputy Director is tasked with assisting the Director in coordinating all divisions to work optimally. Each division, such as Accounting, Finance, Human Resources, and others, has specific tasks that support the company's main functions, such as financial management, recruitment and development of human resources, marketing, purchasing, information technology, goods management, to daily operations and security.

B. Respondent Characteristics

Based on the results of a study conducted on 55 employees of PT Sinergi Integra Services (Tower Batavia Area, Central Jakarta), genderMost of the respondents in this study were male, which was 44 people or 80% of the total respondents. Meanwhile, there were 11 female respondents or 20%. This shows that the majority of employees at PT Sinergi Integra Services involved in this study were male. Based on Age, the majority of respondents were between 18-30 years old, with a total of 50 people or 90.9% of the total respondents. The 31-40 age group consisted of only 2 people or 3.6%, and the 41-50 age group consisted of 3 people or 5.4%. This data shows that most of the employees working at PT Sinergi Integra Services are young employees, who are under 30 years old.

Furthermore, based on education, most respondents have a high school or vocational high school education background, which is 48 people or 87.2%. As many as 7 respondents or 12.8% have a Bachelor's degree (S1), while no respondents have a Diploma III education. This shows that the majority of employees in this company have a high school education level (SMA/SMK).

In terms of length of service, most respondents have worked in this company for 2 to 5 years, with a total of 30 people or 54.5%. As many as 13 people or 23.6% of respondents have worked for less than 2 years, and 14 people or 21.9% have worked for 5 years or more. These data indicate that most employees have sufficient work experience in this company, with a work period of between 2 to 5 years.

Overall, the characteristics of the respondents of this study reflect the profile of PT Sinergi Integra Services employees who are mostly male, young, have a high school/vocational high school education background, and have sufficient work experience, especially in the range of 2 to 5 years. This profile can provide an overview of the demographics of the workforce that contributes to the company's operations.

C. Instrument Test
Validity Test

Table 4. Results of Motivation Validity Test (X1)

Statement	Motivation (X1)		
	Rcount	Rtable	Information
1	0.885	0.2656	Valid
2	0.880	0.2656	Valid
3	0.898	0.2656	Valid
4	0.881	0.2656	Valid
5	0.919	0.2656	Valid
6	0.903	0.2656	Valid
7	0.937	0.2656	Valid
8	0.787	0.2656	Valid
9	0.865	0.2656	Valid
10	0.902	0.2656	Valid

Source: Data processed by SPSS 26 (2024)

The results of the validity test of the Motivation variable (X1) from the table above show that all statement items used in this study have an r count that is greater than r table, namely 0.2656, thus it can be concluded that the statement items in the Motivation variable (X1) are declared valid.

Table 5. Results of Workload Validity Test (X2)

Statement	Workload (X2)		
	Rcount	**Rtable**	**Information**
1	0.919	0.2656	*Valid*
2	0.872	0.2656	*Valid*
3	0.893	0.2656	*Valid*
4	0.753	0.2656	*Valid*
5	0.527	0.2656	*Valid*
6	0.506	0.2656	*Valid*
7	0.819	0.2656	*Valid*
8	0.853	0.2656	*Valid*

Source: Data processed by SPSS 26 (2024)

The results of the Validity test of the Workload variable (X2) from the table show that all statement items used in this study have an r count that is greater than r table, namely 0.2656, thus it can be concluded that the statement items in the Workload variable (X2) are declared Valid.

Table 6. Employee Performance Validity Test Results (Y)

Statement	Employee Performance (Y)		
	Rcount	**Rtable**	**Information**
1	0.894	0.2656	*Valid*
2	0.911	0.2656	*Valid*
3	0.920	0.2656	*Valid*
4	0.930	0.2656	*Valid*
5	0.897	0.2656	*Valid*
6	0.912	0.2656	*Valid*
7	0.877	0.2656	*Valid*
8	0.864	0.2656	*Valid*
9	0.798	0.2656	*Valid*
10	0.784	0.2656	*Valid*

Source: Data processed by SPSS 26 (2024)

The results of the validity test of the employee performance variable (Y) from the table show that all statement items used in this study have an r count that is greater than r table, namely 0.2656, thus it can be concluded that the statement items in the employee performance variable (Y) are declared valid.

1. **Reliability Test**

Table 7. Reliability Test Results

Variables	**Cronbach's Alpha Value**	**Limit Value**	**Information**
X1	0.969	0.60	*Reliable*
X2	0.898	0.60	*Reliable*
Y	0.966	0.60	*Reliable*

Source: Data processed by SPSS 26 (2024)

Based on the table above, it is known that all statement items in the Motivation, Workload, and Employee Performance variables are stated as Reliable. This is evidenced by the Cronbach's Alpha value> 0.60, thus the data is worthy to be continued as research.

D. Classical Assumption Test
1. **Normality Test**

Table 8. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		55
Normal Parametersa,b	*Mean*	.0000000
	Std. Deviation	3.99415856
Most Extreme Differences	*Absolute*	.107
	Positive	.076
	Negative	-.107
Test Statistics		.107
Asymp. Sig. (2-tailed)		.177c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: Data processed by SPSS 26 (2024)

The above data regarding the results of the normality test using non-parametric Kolmograv-Smirnov statistics, the magnitude of the Kolmograv-Smirnov is significant 0.177 greater than 0.05. Thus it can be concluded that the data in this study has been normally distributed.

2. Multicollinearity Test

Table 9. Multicollinearity Test Results

Coefficientsa			
		Collinearity Statistics	
Model		*Tolerance*	*VIF*
1	Motivation	.895	1.117
	Workload	.895	1.117
a. Dependent Variable: Employee performance			

Source: Data processed by SPSS 26 (2024)

In the Coefficients table above, the variance inflation factor (VIF) value can be seen as $1.117 < 10$. and the tolerance value is $0.895 > 0.10$, so it can be concluded that there is no multicollinearity problem or is free from multicollinearity.

3. Heteroscedasticity Test

Table 10. Results of Heteroscedasticity Testing with the Glejser Test

Coefficientsa					
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	3.384	1,973		1,715	.092
Motivation	.038	.043	.128	.892	.377
Workload	-.084	.063	-.193	-1,340	.186
a. Dependent Variable: ABRESID					

Source: Data processed by SPSS 26 (2024)

Based on the results of the heteroscedasticity test in the table above, the value (Sig) was $0.377 > 0.05$ for the Motivation variable (X1) and the value (Sig) was $0.186 > 0.05$ for the Workload variable (X2).,so that in this study there are no symptoms of heteroscedasticity.

E. Quantitative Analysis

Table 11. Multiple Linear Regression Test Results

Coefficientsa				
Model	*Unstandardized Coefficients*	*Standardized Coefficients*	t	Sig.

		B	Std. Error	Beta		
1	(Constant)	-.734	2,776		-.264	.793
	Motivation	.807	.060	.818	13,403	.000
	Workload	.307	.088	.212	3.476	.001
a. Dependent Variable: Employee performance						

Source: Data processed by SPSS 26 (2024)

From the calculations using the SPSS version 26 application, the following results were obtained:

$$Y = -0.734 + 0.807X1 + 0.307X2$$

Based on the multiple regression equation formed above, it can be concluded that the Motivation and Workload variables have a positive coefficient on the Employee Performance variable. The coefficient of the Motivation variable gives a value of 0.807, which means that if the Motivation variable improves with the assumption that other variables remain constant, the Performance variable will increase. The effect of Motivation on employee performance in the table above obtained a t-value of 13,403 and a significance value of 0.000, so it can be concluded that the effect of Motivation on employee performance is positive and significant, as evidenced by the t-value of 13,403> 2.006 and a significance value of 0.000 <0.05,so that Ha is accepted and H0 is rejectedThis means that there is a partial influence of the Motivation variable on the employee performance variable.

The Workload Coefficient gives a value of 0.307 which means that if the Workload variable improves with the assumption that other variables remain constant, performance will increase. The second hypothesis test is the hypothesis test of the effect of Workload on employee performance, in the table above, the t-value is 3.476 and the significance value is 0.001 so that it can be concluded that the effect of Workload on employee performance is positive and significant, as evidenced by the t-value of 3.476> 2.006 and the significance value of 0.001 <0.05,so that Ha is accepted and H0 is rejected, meaning that there is a partial influence of the Workload variable on the employee performance variable.

Table 12. Results of Simultaneous Significance Test (F Test)

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4105.867	2	2052.934	123,918	.000b
	Residual	861,478	52	16,567		
	Total	4967.345	54			
a. Dependent Variable: Employee performance						
b. Predictors: (Constant), Workload, Motivation						

Source: Data processed by SPSS 26 (2024)

The F count value in the table above is 123.918 > F table3.18with Sig. 0.000 < α 0.05. Showing H0 is rejected and Ha is accepted. This means that Motivation (X1) and Workload (X2) have a significant effect on Employee Performance (Y).

Table 13. Correlation and Determination Coefficients

Model Summaryb									
				Std. Error	Change Statistics				
Model	R	R Square	Adjusted R Square	of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
1	.909a	.827	.820	4,070	.827	123,918	2	52	.000
a. Predictors: (Constant), Workload, Motivation									
b. Dependent Variable: Employee performance									

Source: Data processed by SPSS 26 (2024)

Based on the test results in the table above, the results of the simultaneous correlation coefficient test are 0.909 and it can be interpreted that the relationship between the Motivation and Workload variables on Employee Performance is very strong. Based on the results of the simultaneous determination coefficient test between the Motivation and Workload variables on employee performance, the results are 0.827, so it can be interpreted that the Motivation and Workload variables affect employee performance by 82.7% and the remaining 17.3% is influenced by other factors.

Discussion

Based on the results of this study, it can be concluded that motivation and workload variables have a significant influence on employee performance. The correlation coefficient result of 88.7% for motivation indicates a very strong relationship between motivation and employee performance, where 78.6% of performance variation can be explained by motivation variables. This finding is in line with the work motivation theory proposed by Herzberg in the Two-Factor theory which states that intrinsic motivation factors such as achievement, recognition, and responsibility are important elements that drive better performance in the workplace (Herzberg, 1966). In addition, Maslow's motivation theory (2017) also strengthens the importance of motivation, where the need for appreciation and self-actualization play a significant role in increasing employee productivity.

Previous studies also support these results, such as research conducted by Megawati and Supriatin (2019), which found that motivation plays a significant role in improving employee performance in various business sectors. Likewise, research by Pratama (2022) shows that work motivation has a direct impact on increasing employee productivity, which is in line with the results of this study. The t-test showing significance also supports the theory that increasing motivation will have a direct positive impact on employee performance.

Meanwhile, the workload variable has a correlation coefficient of 47.7%, which although lower than motivation, still shows a fairly strong relationship with employee performance. Workload with a determination coefficient of 22.7% indicates that this factor only explains a small portion of the variation in performance, while the rest is influenced by other factors that may not be examined in this study, such as the work environment and employee well-being. The Job Demand-Resource Theory (Bakker & Demerouti, 2007) also supports this finding, where high workload can reduce performance if not balanced with adequate resources. Excessive workload can cause work stress which in turn reduces employee performance, as explained by Gibson (2018) in his book on human resource management.

Research by Adityawarman, Sanim, and Sinaga (2016) also strengthens this finding, where workload was found to have a significant influence on employee performance at PT Bank Rakyat Indonesia. This is in line with research by Damaiyanti and Hanifa (2021) which states that excessive workload can reduce the quality of employee performance if not managed properly. Therefore, this finding supports previous theories and research that show the importance of proportional workload management to maintain optimal employee performance.

Simultaneously, the influence of motivation and workload on employee performance is proven to be very significant with an adjusted R square of 82.7%, which means that these two variables together explain most of the variation in employee performance. This is reinforced by the significant F-test results, indicating that the combination of motivation and workload has a strong effect on performance. The justification for these results is in line with research conducted by Sugiharjo and Aldata (2018), which found that motivation and workload simultaneously have a significant effect on the performance of BPJS Ketenagakerjaan employees.

In the context of previous theories and research, the results of this study indicate that employee motivation is a key factor that drives optimal performance. Therefore, relevant management strategies include improving motivation programs through performance-based rewards, ongoing training, and creating a work environment that supports career development. In addition, workload management is also very important to ensure that the tasks given to employees are in accordance with their capacity. Periodic workload analysis, fair division of labor, and work flexibility can help prevent fatigue and maintain high productivity. Thus, this study provides important insights for the management of PT Sinergi Integra Services to design more effective strategies in improving motivation and managing workload, in order to achieve more optimal employee performance. The integration of theory, previous research, and empirical findings suggests that effective human resource management requires a holistic approach that includes aspects of motivation and workload management simultaneously.

CONCLUSION

Based on the results of the study, the motivation variable has a significant influence on employee performance at PT Sinergi Integra Services (Tower Batavia Area, Central Jakarta). This is indicated by the regression equation that describes a strong relationship between motivation and performance. Most of the variation in employee performance can be explained by the motivation variable. The results of the hypothesis test indicate that the influence of motivation on performance is positive and significant. Meanwhile, workload is also proven to have a significant effect, with a strong relationship between workload and employee performance. The hypothesis test shows that workload has a positive and significant effect on employee performance.

In addition, the combination of motivation and workload has a significant effect on employee performance. The multiple regression equation shows a very strong relationship between the two independent variables and employee performance, and most of the variation in performance can be explained by the combination of motivation and workload. The test results show that motivation and workload together have a positive and significant effect on employee performance at PT Sinergi Integra Services.

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