

ABSTRAK

Judul : Pengaruh Beban Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan PT. International Chemical Industry.

Nama : Widianingsih

Program Studi : S-1 Manajemen

Penelitian ini bertujuan untuk mengetahui pengaruh Beban Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan (studi kasus pada karyawan PT. International Chemical Industry). Jumlah sampel sebanyak 125 karyawan, dengan menggunakan metode *probability sampling*. Teknik analisis data yang diterapkan adalah regresi linier berganda. Hasil analisis menyatakan bahwa beban kerja berpengaruh negative dan tidak signifikan terhadap kinerja karyawan. Pengaruh ini memiliki arti yaitu tinggi rendahnya beban kerja yang diterima oleh karyawan tidak akan mempengaruhi kinerja karyawan terhadap PT. International Chemical Industry. Hasil juga menunjukkan bahwa Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT. International Chemical Industry. Hal ini berarti Motivasi Kerja mempengaruhi tinggi rendahnya kinerja karyawan PT. International Chemical Industry. Selanjutnya Hasil penelitian Beban Kerja dan Motivasi Kerja secara simultan berpengaruh terhadap Kinerja Karyawan PT. International Chemical Industry. Pihak pimpinan sebaiknya memberikan beban pekerjaan yang optimal, akan tetapi tetap memperhatikan Motivasi Kerja sesuai dengan beban kerja yang dipikul, sehingga karyawan bisa merasa lebih semangat dalam melakukan pekerjaannya sehingga kinerja karyawan pada PT. International Chemical Industry berjalan dengan baik.

Kata Kunci : Beban Kerja, Motivasi Kerja, Kinerja Karyawan.

ABSTRACT

Title : Effect of Workload and Work Motivation on Employee Performance of PT. International Chemical Industry.

Name : Widianingsih

Study program: S-1 Management

This study aims to determine the effect of Workload and Work Motivation on Employee Performance (case study on employees of PT. International Chemical Industry). The number of samples was 125 employees, using probability sampling method. The data analysis technique applied is multiple linear regression. The results of the analysis state that workload has a negative and not significant effect on employee performance. This influence means that the high and low workloads received by employees will not affect the performance of employees of PT. International Chemical Industry. The results also showed that Work Motivation had a positive and significant effect on the Performance of Employees of PT. International Chemical Industry. This means that Work Motivation affects the level of employee performance of PT. International Chemical Industry. Furthermore, the results of the study workload and work motivation simultaneously affect the performance of employees of PT. International Chemical Industry. The leadership should provide optimal workload, but still pay attention to work motivation in accordance with the workload borne, so that employees can feel more enthusiastic in doing their work so that employee performance at PT. The International Chemical Industry is going well.

Keywords : Workload, Work Motivation, Employee Performance.