

***The Influence of Workload and Implementation of E-Performance on
Employee Performance With Job Satisfaction as a Mediation Variable
(Case Study at PT The Lorry Online Indonesia)***

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Abstract

This study is a quantitative study that aims to determine whether there is an influence between workload and implementation of e-performance with job satisfaction as a mediator variable on employees of PT The Lorry Online Indonesia. The study used 67 respondents with a saturated sampling technique. The analytical technique applied in this research is descriptive analysis technique and inferential analysis through SmartPLS 3.0. Hypothesis testing obtains (1) workload has a positive and significant effect on employee performance. (2) implementation of e-performance has a positive and significant effect on employee performance. (3) workload has a positive and insignificant effect on employee performance which is mediated by job satisfaction. (4) implementation of e-performance has a positive and significant effect on employee performance which is mediated by job satisfaction. (5) job satisfaction has a positive and significant effect on employee performance.

Keywords: *Workload, Implementation of E-Performance, Job Satisfaction, Employee Performance.*

Pengaruh Beban Kerja dan Penerapan *E-Performance* terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Mediasi (Studi Kasus Pada PT The Lorry Online Indonesia)

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Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh antara beban kerja dan penerapan *e-performance* terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel mediasi pada karyawan PT The Lorry Online Indonesia. Penelitian menggunakan 67 responden dengan teknik pengambilan sampling jenuh. Teknis analisis menggunakan teknik analisis deskriptif dan analisis inferensial melalui *SmartPLS* 3.0. Pengujian hipotesis memperoleh hasil (1) beban kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (2) penerapan *e-performance* berpengaruh positif dan signifikan terhadap kinerja karyawan. (3) beban kerja tidak berpengaruh positif dan tidak signifikan terhadap kinerja karyawan yang dimediasi kepuasan kerja. (4) penerapan *e-performance* berpengaruh positif dan signifikan terhadap kinerja karyawan yang dimediasi kepuasan kerja. (5) kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci : Beban Kerja, Penerapan *E-Performance*, Kepuasan Kerja, Kinerja Karyawan.