

ABSTRACT

The Effect of Workload, Work Discipline and Organizational Commitment on Employee Performance

(Case Study at PT United Tractors Pandu Engineering)

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Abstract

This research is a quantitative study that aims to determine the effect of workload, work discipline and organizational commitment on employee performance. The sample in this study were employees at PT United Tractors Pandu Engineering. The sample used was 45 employees with the sampling method used, namely the saturated sample method. In this research hypothesis, namely to determine the partial and simultaneous effect of three independent variables on 1 dependent variable. Tests carried out included validity tests, reliability tests and hypothesis testing. From the tests that have been carried out, the results are: (1) Workload has a positive and significant effect on employee performance (2) Work discipline has a positive and significant effect on employee performance (3) Organizational commitment has a positive and significant effect on employee performance and (4) Burden work, work discipline and organizational commitment simultaneously affect employee performance.

Keywords: *Workload, work discipline, organizational commitment and employee performance*

ABSTRAK

Pengaruh Beban Kerja, Disiplin Kerja dan Komitmen Organisasi Terhadap Kinerja Karyawan (Studi Kasus Pada PT United Tractors Pandu Engineering)

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Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh beban kerja, disiplin kerja dan komitmen organisasi terhadap kinerja karyawan. Sampel pada penelitian ini yaitu karyawan pada PT United Tractors Pandu Engineering. Sampel yang digunakan yaitu sebanyak 45 karyawan dengan metode pengambilan sampel yang digunakan yaitu metode sampel jenuh. Dalam hipotesis penelitian ini, yaitu untuk mengetahui pengaruh secara parsial dan simultan dari tiga variabel independent terhadap 1 variabel dependen. Pengujian yang dilakukan antara lain yaitu uji validitas, uji reliabilitas dan uji hipotesis. Dari pengujian yang telah dilakukan, diperoleh hasil : (1) Beban kerja berpengaruh positif dan signifikan terhadap kinerja karyawan (2) Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan (3) Komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan serta (4) Beban kerja, disiplin kerja dan komitmen organisasi berpengaruh secara simultan terhadap kinerja karyawan.

Kata kunci: Beban Kerja, Disiplin Kerja, Komitmen Organisasi dan Kinerja Karyawan