

Analisis Factors Affecting Employee Performance in Lubuk Baja District Batam City

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Abstract— The study analyzes the effect of workload, work morale, and work motivation on employee performance in Lubuk Baja District Batam City. The method applied in this study is the quantitative method and used SPSS version 25 software to process the data. The population in this study were employees of Lubuk Baja District, totaling 66 people and taking samples of 66 respondents. Results from the partial t-test revealed that workload, work morale, and work motivation significantly influenced employee performance. And these factors were considered together, they collectively showed a considerable impact on employee performance in Lubuk Baja District Batam City. The coefficient of determination value of 30.3% could be attribute of workload, work morale, and work motivation and the majority, accounting 69.7%, attribute by other variables not explored.

Keywords: Workload, Work Spirit, Work Motivation, Employee Performance

1. INTRODUCTION

K Government Lubuk Baja sub-district was formed as an institution that can take control of its own government and social development, in order to be able to overcome all problems and challenges that arise in socio-economic, socio-cultural and political development in society.

Employee capacity building has been carried out with adequate number and quality of employees, and currently the State Civil Apparatus (ASN) employees employed in the Lubuk Baja District, Batam City are 65 people, most of whom have Bachelor's degrees (S1) and the competencies obtained. Providing appropriate education and training to support the implementation of the tasks and functions of

providing administrative services in the Lubuk Baja District, Batam City.

The success of Lubuk Baja District is influenced by the quality of human resources, both in district / sub-district organizations and village / sub-district institutions by considering the workload. This will be very helpful in explaining and implementing the plan. A task set by the government. Factors that affect employee performance are workloads.

Too low a workload can reduce employee productivity, conversely, too high a workload can result in excessive energy consumption and low employee morale. So that the aspect of workload is important to consider in order to improve the performance of Lubuk Baja District employees. Author's Observation Results Lubuk

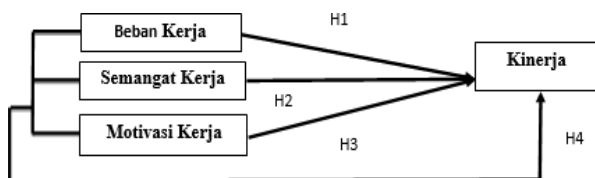


Baja District employees get quite a lot of workloads where the workload is sometimes beyond the individual's ability so that employees sometimes have to go home late at night to be able to complete the work.

Every employee must be enthusiastic in working to complete their work with full responsibility. Low work enthusiasm will result in less-than-optimal use of abilities/skills. On the other hand, if work enthusiasm is high, then employee work productivity will increase and help them achieve optimal work performance, and can help achieve the goals of their institution.

To improve work enthusiasm, employees need to be given work motivation. Motivation is the desire to develop within oneself and become a driving force for work ethics so as to create optimal work enthusiasm. Motivation develops according to the level of individual awareness of the goals they want to achieve. Motivation is generated, developed, and strengthened by internal and external factors. Motivated employees know that there is a relationship between company goals and personal goals, so that work motivation creates energy to work as well as possible.

In carrying out their work, employees need skills and experience, work spirit and motivation to be able to complete the work on time. From the analysis above, the researcher is interested in conducting a study entitled "The Effect of Workload, Work Spirit, and Work Motivation on Employee Performance in Lubuk Baja District, Batam City".



Gambar 2.1 Model Penelitian

Hypothesis Model

H1: Workload has an effect on the performance of Lubuk Baja District employees

H2: Work enthusiasm influences the performance of Lubuk Baja District employees.

H3: Work motivation has an effect on the performance of Lubuk Baja District employees.

H4: Workload, Work Spirit and Work Motivation together have a significant effect on the performance of Lubuk Baja District employees.

2. RESEARCH METHODS

Research Place, Population and Sample

This research is located in Lubuk Baja District, Batam City, Jl. Bunga Raya. 03, Baloi Indah, Lubuk Baja District, Batam City, Riau Islands 29444. Using a quantitative approach. The population is 66 employees in the Lubuk Baja area. The researcher uses a non-probability sampling or census technique. Because it uses the census method, the sample is 66 Civil Servants in Lubuk Baja District.

Data collection technique

1. Literature study
That is, studying books and other reading sources that are related or relevant to the research being conducted.
2. Interview
It was carried out directly to the employees of Lubuk Baja District.
3. Distribution of questionnaires
Providing questionnaire statements to Lubuk Baja District employees.

Data Analysis Methods

Using multiple linear regression analysis, normality analysis test, and instrument trial using SPSS 25 program. Validity testing obtained all valid statement items. Reliability testing of all reliable variables. Normality

testing, the regression model is normally distributed. In this study, the regression model did not find any multicollinearity problems and there was no heteroscedasticity.

Hypothesis Testing

1. Workload (X1) was obtained at -2.155 with a significance of $0.035 < 0.05$, meaning that workload has a significant negative effect on the performance of Lubuk Baja District employees.
2. Work enthusiasm (X2) obtained 0.232 with a significance of $0.004 < 0.05$, work enthusiasm has a significant positive effect on the performance of employees in Lubuk Baja District.
3. Work motivation (X3) obtained 0.460 with a significance of $0.000 < 0.05$, work motivation has a significant positive effect on the performance of Lubuk Baja District employees.
4. Workload, work spirit, and work motivation simultaneously have a significant effect on employee performance with a significance value of $0.000 < 0.05$. For the results of the determination coefficient test, the R Square coefficient (R²) value is 0.303 or 30.3%, meaning that these three independent variables affect employee performance by 30.3% and the remaining 69.7% is influenced by other variables.

3. RESULTS AND DISCUSSION

Workload has a significant negative effect on employee performance. If the workload decreases by 1%, employee performance will increase by 2.155. The greater the workload on employees, the employee performance will decrease. Conversely, if the workload is low, employee performance will increase. So that employee workload must be balanced so that employee performance can be maximized. This study is strengthened by the study of Kadek

Ferrania (2017) entitled "The Effect of Workload and Compensation on the Performance of Employees of the Tabanan Regency Regional Government Secretariat", where workload has a significant negative effect on employee performance.

Work spirit affects employee performance. The higher the work spirit of employees, the higher their performance will be. Conversely, if employees have low work spirit, their performance will decrease. This study is in line with the study of Seprima Yenti, (2016) entitled "The Effect of Work Spirit on the Performance of Village Apparatus Employees in Village Financial Management in Pesisir Selatan Regency", where work spirit has a significant positive effect on employee performance.

Work motivation affects employee performance. The greater the work motivation of employees, the better their performance will be. Conversely, if their work motivation decreases, their performance will decrease. This study is in line with Hasyim Aminu's (2016) study entitled "The Effect of Work Motivation on Employee Performance at Perum Bulog Sub Divre Ponorogo", meaning that increasing work motivation will also be able to improve employee performance.

Workload, Work Spirit and Work Motivation together have a significant effect on Employee Performance. This can be seen from the test results where the significance is $0.000 < 0.05$. Workload, work spirit and work motivation are important to improve performance in order to have the responsibility to complete their work on time, so that they can achieve optimal results. If they do not follow the rules that have been set, do not have a good work ethic, are not pleasant, and are not responsible for their work, then employee performance tends to decline and the results are less than optimal. When employees are highly motivated to complete their tasks, performance will increase, and the goals of the

institution will be achieved, so that employees are expected to work harder and be more involved.

4. CONCLUSION AND SUGGESTIONS

Conclusion

The conclusion of this study shows that workload has a significant negative effect on employee performance, meaning that the higher the workload, the lower the employee performance. On the other hand, work spirit and work motivation positively affect employee performance, with high work spirit and strong motivation contributing to improved performance. In addition, when workload, work spirit, and work motivation are considered simultaneously, the three factors together affect the performance of Lubuk Baja District employees. This shows that although workload can have a negative impact, good morale and motivation can offset the effects and overall contribute to improved employee performance.

Suggestion

For employees in Lubuk Baja District

1. To avoid a decline in performance, employees must complete tasks according to their job duties in such a way that they do not burden the next day. In order to maintain good employee performance, the Lubuk Baja District must continue to pay attention to the workload given to employees.
2. Lubuk Baja District develops the quality of its employees and improves the quality of its employees' work by providing various training and seminars according to needs, as well as maintaining employee enthusiasm so that they can achieve their goals optimally.
3. It is better to pay attention to the implementation of improving employee skills with the hope of increasing the work motivation of Lubuk Baja District

employees.

4. It is better to conduct employee performance evaluation to obtain optimal results. Achieving goals requires employees to have awareness, loyalty, obedience, discipline, and a sense of responsibility for all tasks completed. The more employees who perform well, the more productive the entire Lubuk Baja District will be and the easier it will be to achieve its goals.

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