Analysis of the Influence of Work Motivation, Work Discipline and Workload on Employee Performance at PT Inticosmetic Lestari Jakarta

Ibellia Prasetia, Bintoro Ariyanto
Sekolah Tinggi Ilmu Ekonomi Bhakti Pembangunan Jakarta, Indonesia
bintoroariyanto@gmail.com

ABSTRACT

This study aims to determine the effect of work motivation, work discipline and workload on the performance of employees of PT. Inticosmetic Lestari either partially or together. The data analysis method used is multiple linear regression analysis, analysis of the coefficient of determination, t test, and F test. Multiple linear regression analysis produces the equation Y = 3.154 + 0.248X1 + 0.448X2 – 0.231X3. The results of the t and F tests show that work motivation, work discipline and workload have a significant effect on the performance of employees of PT Inticosmetic Lestari either partially or simultanously. Work motivation and work discipline have a positive effect while workload has a negative effect on employee performance. The coefficient of determination of 0.86 indicates that the variation in employee performance is explained by the variables of work motivation, work discipline, and workload of 86%.

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

INTRODUCTION

Human resources are the capital that determines competitive advantage and success in achieving a company goal, and in order to achieve these goals it requires the will, ability and good attitude of employees in carrying out their duties and responsibilities, so that the results of the work done by employees can be in accordance with company goals. Human resource management is a plan for organizing, implementing and supervising the procurement, development, remuneration, integration, maintenance and segregation of workforce in order to achieve organizational goals (Mangkunegara, 2011).

Work motivation is something that creates encouragement or enthusiasm for work or in other words a motivator for work. Without motivation, an employee cannot fulfil his work according to standards or exceed standards because what motivates him to work is not fulfilled. If an employee who has the ability to work is high but does not have the motivation to complete the task, the final result in his work will not be satisfactory.

Work discipline is a person's awareness and willingness to comply with all company regulations and applicable norms (Hasibuan, 2012). Work discipline is very important for the growth of the company's organization, especially to motivate employees to be able to discipline themselves in carrying out work both individually and in groups. Work discipline problems that are generally caused by problematic employees, for example arriving late, leaving early, not coming to work and non-compliance with labour regulations. Effective work discipline should be directed to the behaviour, not to the employee personally, because the reason for the discipline is to improve employee performance.

PT Inticosmetic Lestari is a company engaged in the beauty and skin care industry located in West Jakarta, whose mission is to provide the best service to consumers. There are employees who still like to be late to the office.
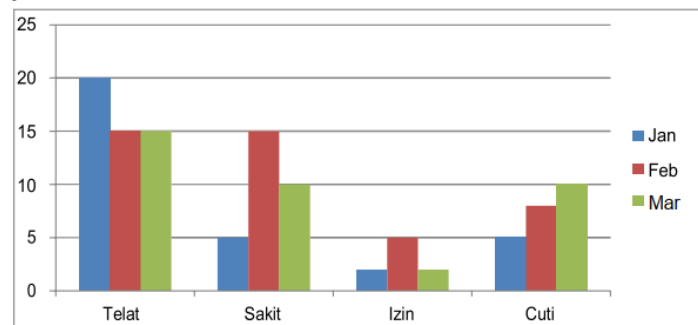

Figure 1 PT Inticosmetic Lestari Employee Attendance
Source: Data processed from PT Inticosmetic Lestari

Figure 1 shows that the discipline level of employees to enter the office on time is still low. PT Indocosmetic Lestari has 57 employees and during the 3 months of research, the average number of employees who were late reached 33% each month.

Workload is the number of activities that must be completed by a person or group of people during a certain period of time (Dedi, 1994). Workload measurement is defined as a technique to obtain information about the efficiency and effectiveness of the work of an organizational unit. Meanwhile, workload analysis is the process of determining the number of working hours of people used or needed to complete a job within a certain period of time. The problem that occurs at PT Inticosmetic Lestari is that the production process time in the filling and finishing (packing) section of the product exceeds the specified target time due to unproductive operator work activities, it is necessary to calculate the workload in order to find out the workload obtained by the operator.

The objectives of this study are to find out and analyse the effect of work motivation on employee performance partially, to find out and analyse the effect of work discipline on employee performance partially, to determine and analyse the effect of workload on employee performance partially, and to determine and analyse the effect of work motivation, work discipline, and workload on employee performance simultaneously at PT Inticosmetic Lestari.

LITERATURE REVIEW
Work motivation

Motivation is an encouragement both from other people and from oneself to do a job consciously and enthusiastically to achieve certain targets (Wibowo, 2015). According to Hasibuan (2016), motivation is an encouragement to create enthusiasm for someone's work so that they want to work together, work effectively and integrate with all their resources and efforts to achieve satisfaction. Work motivation is the driving force that causes a person or organization to be willing and willing to mobilize their abilities in the form of expertise or skills, energy and time to carry out various activities for which they are responsible and fulfil their obligations in order to achieve predetermined goals and various organizational goals (Siagian, 2014). According to

Robbins and Judge (2015), motivation is a process that explains the intensity of direction and persistence of effort to achieve a goal. Thus work motivation is an encouragement that comes from other people or oneself to create morale for employees so that they can work more effectively and efficiently in order to achieve company or organizational goals.

Work Discipline

According to Hasibuan (2013), work discipline is one's awareness and willingness to wait for all applicable company regulations and social norms (Hasibuan, 2013). Awareness is the attitude of someone who voluntarily obeys all rules and is aware of their duties and responsibilities. So, he will obey/do all his duties properly, not under coercion. Meanwhile, according to (Rivai, 2014), work discipline is a tool used by managers to communicate with employees so that they are willing to change behaviour as well as an effort to increase one's awareness and willingness to comply with all company regulations and applicable social norms. . So it can be concluded that work discipline is basically a management action to encourage members of the organization to comply with various provisions and regulations that apply within an organization, which include: rules or regulations, compliance of followers and sanctions for violators.

Workload

Workload as one of the factors that influence a person in carrying out their work activities, includes the average frequency of activities of each job within a certain period of time, both physically and mentally. According to Riani and Putra (2017), the more work given, the more burdened employees will be and employees will leave the company. According to Munandar (2014), workload is the tasks given to the workforce or employees to be completed at a certain time by using the skills and potential of the workforce. Meanwhile according to Tarwaka (2015), workload is a difference between the capacity or ability of workers and the demands of work that must be faced. Very heavy employee workload can cause work stress so that employees are unable to carry it out and choose to change jobs (Wirawan, 2015). Based on the several definitions of workload above, it can be concluded that workload in an organization or company is pressure to complete a job or task that exceeds capacity with an inappropriate number of employees and can cause work stress so that employees choose to stop working and find a better job.(Andriani, 2023)

Employee performance

According to Mangkunegara (Parmin, 2023) employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Employee performance is a function of motivation and ability, to complete tasks and work one should have a certain degree of willingness to do a task or job (Saraswati, 2011). Meanwhile, according to Wirawan (2009), performance is the output produced by the functions or indicators of a job or a profession within a certain time. Employee performance is something displayed by a person or a process related to pre-determined work tasks (Dody, 2017).

The relationship between motivation, work discipline, and workload on employee performance

According to Wibowo (2015), motivation is an encouragement both from other people and from oneself to do a job consciously and enthusiastically to achieve certain targets. There is a positive influence of work motivation on employee performance, meaning that the higher or the better the motivation given to employees, the better the employee performance. According to Hashiolan (Danang 2013), states that motivation has a positive effect on employee performance. Thus, the higher the motivation an employee has at work, the higher the performance will be. According to Setiawan (2013), states that motivation has a significant positive influence on employee performance, because with motivation, existing human resources are able to be motivated to work well so that good performance can be achieved. According to Gilang (2014), states that work motivation partially and simultaneously has a positive and significant influence on employee performance.

According to Safitri (2013), states that work discipline has a significant effect on employee performance. Mandey (2014), states that work discipline has a significant effect on employee performance. The higher the level of employee discipline has an effect on improving employee performance. According to Ashari (2016), states that work discipline has a significant effect on performance so that it can improve employee performance. Meanwhile, according to Primadi (2017), states that work discipline has a significant effect on performance, so that it can improve employee performance. Reza (2012), said that there is a positive influence between work discipline on employee performance, meaning that the better the work discipline of employees, the better employee performance will be. Research conducted by Lukito & Alriani (2018), there is a negative influence between workload on employee performance, meaning that the higher the workload of employees, the lower employee performance will be.

METHOD
Data Sources
According to Rumengan (2013: 42) when carrying out the statistical stage there is a collection of data to be processed, in general statistics have two types of data, namely primary data and secondary data.
Data Analysis Unit
The unit of analysis in this study is the employees of PT Inticosmetic Lestari Jakarta, totaling 57 employees as the population in this study and based on the Slovin formula a sample of 50 employees will be taken.
Statistical Methods of Data Analysis
There are two concepts for measuring data instruments, namely as follows validity test and Reliability test. To test the feasibility of the regression model used, it must first fulfill the classical assumption test. The classic assumption test in this study consists of a normality test, autocorrelation test, multicollinearity test, and heteroscedasticity test.(Parmin, 2023)
Multiple Linear Regression Analysis, Correlation, Determination
According to Ghozali (2016) the regression analysis test is basically a study of the dependence of the dependent variable with one or more independent variables as a goal to estimate and predict the population average or the average value of the dependent variable based on the value of the independent variable. Sugiyono (2015) used the correlation coefficient test to determine whether there is a close relationship between the independent variable and the dependent variable. The correlation

coefficient shows the strength (strength) of the linear relationship and the direction of the relationship of the four random variables. Ghozali (2016) test the coefficient of determination (R2) basically measures how far the model's ability to explain the variation of the dependent variable by looking at the value of Adjusted R2.

Hypothesis Testing. Test the hypothesis using the t test and F test.

RESULT AND DISCUSSION

This study uses descriptive statistical techniques, which means describing or giving an overview of the object under study through sample data or population as it is, without conducting analysis and making general conclusions. With this display, an overall picture of each variable studied for drawing conclusions can be obtained. In this study using three variables, namely: work motivation, work discipline, and workload on employee performance which will be carried out in 50 respondents, where respondents will be distributed questionnaires by researchers and questionnaires will be answered entirely by respondents. Each variable will be measured separately using a questionnaire with a measuring instrument called a Likert scale by providing answer options. the first option strongly disagrees (STS), the second option disagrees (TS), the third option is undecided (N), the fourth option agrees (S) and the fifth option strongly agrees (SS).

Classification of Respondents Based on Gender

Based on the gender of the respondents divided into 2 (two), namely men and women. By looking at the table below it can be seen the percentage of the gender category.

Table 1 Respondents' Characteristics Based on Gender

Gender	Amount	%
Men	11	22%
Women	39	78%
Total	50	100%

Source: Primary data and self-processed

Based on table 1, it can be seen that the majority of respondents were women, namely 39 people or 78% while men were only 11 people or 22%. This shows that the female gender is greater than male employees who work at PT. Inticosmetic Lestari.

Characteristics of Respondents by Age

Age in relation to individual behaviour in the workplace is usually a reflection of individual's experience and responsibility. Tabulation of respondent's age can be seen as follows:

Table 2 Characteristics of Respondents by Age

Age	Amount	%
< 21 years old	3	6%
21-30 years old	17	34%
31-40 years old	21	42%
> 40 years old	9	18%
Total	50	100

Source: Primary data and self-processed

Based on table 2, it can be seen that the most age of respondents is 31-40 years, namely 21 people or 42%, followed by respondents aged under 21-30 years, namely 17 people or 34%, age > 40 years, namely as many as 9 people or 18% and aged <21 years, namely 3 people or 6%. This shows that employees at PT. Most of Inticosmetic Lestari are still young.

Classification of Respondents Based on Length of Work

The classification of the total respondents obtained based on length of service, in this study can be seen in the following table.

Table 3 Characteristics of Respondents based on Length of Service

Length of Service	Amount	%
< 1 year	3	6%
2-5 years	25	50%
6-10 years	14	28%
> 10 years	8	16%
Total	**50**	**100**

Source: Primary data and self-processed using SPSS version 23

Based on table 3, the characteristics of respondents based on length of service, the most were 2-5 years by 50% or as many as 25 people, 6-10 years by 28% or as many as 14 people, > 10 years by 16% or as many as 8 people, and < 1 year by 6% or as many as 3 people. Thus in PT. Inticosmetic Lestari is mostly filled by employees who are mature enough and work long enough because they have a lot of considerations when deciding to find a new job.

Classification of Respondents Based on Education

Classification of the total respondents obtained based on education, in this study can be seen in the following table.

Table 4 Classification of Respondents Based on Education

Education	Amount	%
SMA/SMK	44	88%
S1	6	12%
Total	**50**	**100%**

Source : The data source is processed using SPSS version 23

Based on table 4, the classification of respondents based on education is that employees who graduated from high school/equivalent are the most numerous, namely 44 people or 88% while for S1 graduates there are 6 people or 12%. This shows that most employees of PT Inticosmetic Lestari graduated from high school/equivalent.

Validity Test dan Reliability Test

Validity Test

Determining whether a variable is valid or not is done using the Pearson correlation with the help of SPSS, determining whether it is valid or not is if the value obtained from the questionnaire is less than The results of statistical calculations using SPSS, via a computer for a sample test of n = 50 are as follows:

Table 5 Validity Test Results

No.	R Hitung		

	Work Motivation	Work Discipline	Burden Work	Performance Employee	r table= 0,05	Information
1	0.413	0.801	0.589	0.633	0,2787	Valid
2	0.669	0.814	0.544	0.635	0,2787	Valid
3	0.775	0.832	0.667	0.747	0,2787	Valid
4	0.428	0.718	0.541	0.537	0,2787	Valid
5	0.743	0.588	0.676	0.542	0,2787	Valid
6	0.636	0.694	0.486	0.584	0,2787	Valid
7	0.509	0.692	0.477	0.601	0,2787	Valid
8	0.493	0.731	0.514	0.610	0,2787	Valid
9	0.42	0.751	0.751	0.663	0,2787	Valid
10	0.499	0.744	0.548	0.711	0,2787	Valid

Source: Primary data and self-processed using SPSS version 23

In table 5, it appears that the test results are valid because the values of the correlation (Corrected Item-Total Correction) are above the standard. Therefore, the forty questions were declared valid.

Reliability Test

Reliability testing in this study aims to measure whether the measuring instrument has consistency (can be used for further research) or not. It is said to be reliable if the Cronbach alpha value is > 0.6.

Table 6 Reliability Test Results

No	Variable	Cronbach Alpha Count	Cronbach Alpha Standard	Information
1	Work Motivation	0,756	0,60	Reliabel
2	Work Discipline	0,905	0,60	Reliabel
3	Workload	0,784	0,60	Reliabel
4	Employment Performance	0,828	0,60	Reliabel

Source: Primary data processed by yourself

Based on table 6 reliability testing using SPSS 23 shows that the four variables of motivation, training, discipline, and employee performance are reliable because: Coefficient value of Cronbach alpha Work Motivation 0.756 > 0.6. Coefficient value of Cronbach alpha Work Discipline 0.905 > 0.6. Coefficient value of Cronbach alpha Workload 0.784 > 0.6. Cronbach alpha coefficient value Employee Performance 0.828> 0.6.

Classical Assumption Test

Normality test

The normality test aims to test whether the research data in a regression model, both the independent variable and the dependent variable or both have a normal distribution or not. A good regression model can be seen from the points spread that coincide to follow and approach the diagonal line. From the results of the data normality test, it can be seen from the image below.

Normal P-P Plot of Regression Standardized Residual
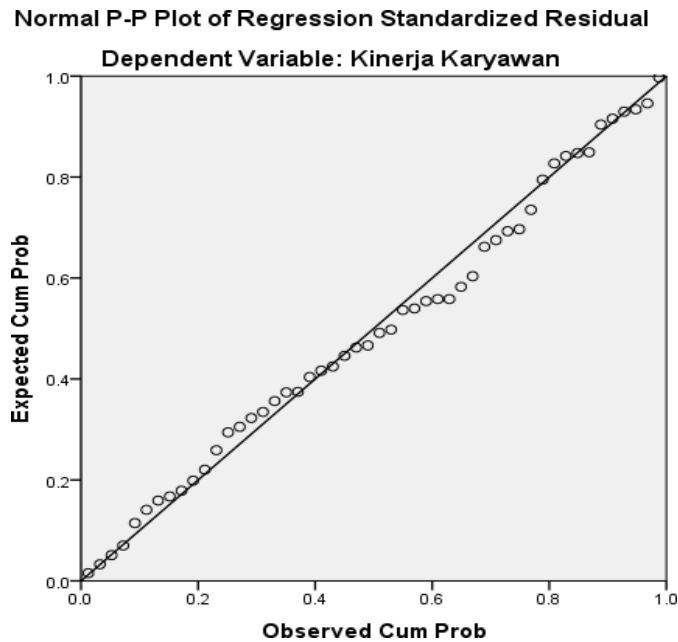
Dependent Variable: Kinerja Karyawan

Figure 2 Normality Test Results

Source: Data processed using SPSS version 23

From figure 2, it can be stated that all data are normally distributed, the data distribution is around the diagonal. So that it fulfils the requirements of the normality test if the data spreads around the diagonal line and follows the direction of the diagonal line, then the regression line model meets the normality assumption.

Multicollinearity Test

This multicollinearity test is used to determine whether the regression model found a correlation of the independent variables, namely motivation, training, and work discipline. The multicollinearity test is carried out by looking at (1) the tolerance value and (2) the Variance Inflation Factor (VIF).

Table 7 Coefficients Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.154	2.868		1.100	.277		
	Work Motivation	.248	.083	.219	2.988	.004	.529	1.891
	Work Discipline	.448	.080	.585	5.595	.000	.261	3.836
	Workload	-.231	.103	-.211	-2.235	.030	.320	3.130

a. Dependent Variable: Employee Performance

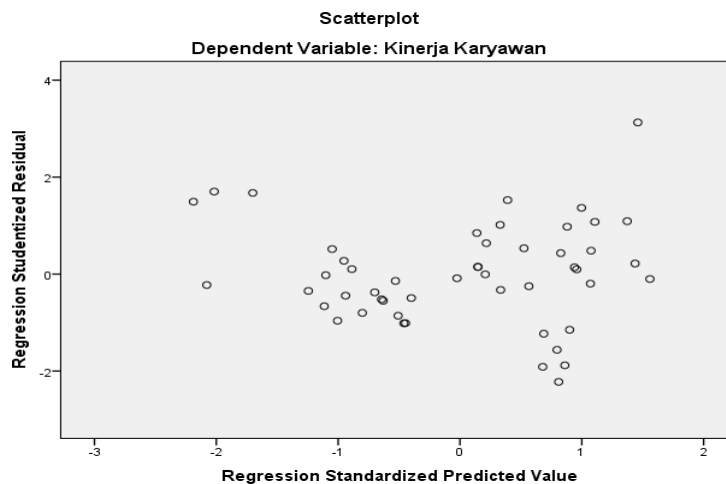Source: Data processed with SPSS version 23

Table 7 shows that the tolerance value of each independent variable, namely Work

Motivation (X1) = 0.529, Work Discipline (X2) = 0.261, and Workload (X3) = 0.320. From the output above it is also known that the variance inflation factor (VIF) value of each independent variable, namely Work Motivation (X1) = 1.891, Work Discipline (X2) = 3.836, and Workload (X3) = 3.130, the three independent variables have tolerance value > 0.1 and VIF value < 10, so it can be concluded that there is no multicollinearity between the independent variables.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in a regression model there is an inequality of variance from one residual observation to another. If the variance from

one observation to another observation remains, then it is called homoscedasticity and if it is different it is called heteroscedasticity.

Figure 3 Heteroscedasticity Test Results
Source: Data processed with SPSS version 23

In figure 3, it can be seen that the points spread randomly, do not form a clear pattern, and are spread both above and below the number 0 (zero) on the Y axis. This means that there is no heteroscedasticity in the regression model, so the regression model is feasible to use to predict Y.

Autocorrelation Test

The autocorrelation test aims to test whether in a linear regression model there is a correlation between the confounding errors in period t and the interfering errors in the t-1 (previous) period. Autocorrelation arises because of residuals on one other observation in the regression model. In this study the autocorrelation test used was the Durbin–Watson test (DW test).

Table 8 Autocorrelation Test

Model Summary^b

Model	R	R Square	Adjusted R Square	Durbin-Watson
1	.932^a	.869	.860	1.977

Predictors: (Constant), Workload, Work Motivation, Work Discipline
Dependent Variable: Employee Performance
Source: Data processed with SPSS version 23

The autocorrelation test used is the Durbin-Watson test. Based on the table above 8 shows a Durbim-Watson value of 1.977. If the DW value lies between the Upper Bound (du) and (4-du), it means that there is no autocorrelation. Obtained values in the Durbin-Watson table n = 50 and k = 3 is du = 1.6739

and 4-du = 2.3261 (1.6739 < 1.977 < 2.3261), so it can be ascertained that the multiple linear regression model does not show autocorrelation symptoms.

Multiple Linear Regression Analysis

Multiple linear regression analysis was used in this study with the aim of proving the hypothesis regarding the influence of Work Motivation (X1), Work Discipline (X2), and Workload (X3) partially or jointly on Employee Performance (Y). Statistical calculations in multiple linear regression analysis using SPSS 23 software. The results of data research using SPSS 23 software show that each variable has a significant influence. It can be seen from the following table:

Table 9 Results of Multiple Linear Regression Analysis

Coefficientsª

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	3.154	2.868		1.100	.277		
Work Motivation	.248	.083	.219	2.988	.004	.529	1.891
Work Discipline	.448	.080	.585	5.595	.000	.261	3.836
Workload	-.231	.103	-.211	-2.235	.030	.320	3.130

a. Dependent Variable: Employee Performance
 Source: Data processed with SPSS 23

From table 9 when written in a simple form of the regression equation is as follows:

$$Y = 3{,}154 + 0{,}248X1 + 0{,}448X2 - 0{,}231X3 + e$$

a. A constant of 3.154 means that if the influence of work motivation (X1), work discipline (X2), and workload (X3) is equal to zero or a constant then the employee performance value (Y) is 3.154.
b. The coefficient of work motivation variable (X1) is 0.248. This means that an increase in work motivation (X1) is 1 unit, so employee performance (Y) will also increase by 0.248 units.
c. The coefficient of work discipline variable (X2) is 0.448 which means that an increase in work discipline (X2) by 1 unit means that employee performance (Y) will also increase by 0.448 units.
d. The coefficient of the workload variable (X3) is -0.231, which means that an increase in workload (X3) by 1 unit means that employee performance (Y) will decrease by 0.231.

Correlation Coefficient (r)

Analysis of the correlation coefficient is used to determine the level of relationship between the independent variables and the dependent variable, it can be seen from the following table:

Table 10 Correlation Coefficient Results (r) Correlations

		Employee Performance	Work Motivation	Work Discipline	Workload
Pearson Correlation	Employee Performance	1.000	.745	.909	-.823
	Work Motivation	.745	1.000	.685	.591
	Work Discipline	.909	.685	1.000	.824
	Workload	-.823	.591	.824	1.000
Sig. (1-tailed)	Employee Performance	.	.000	.000	.000
	Work Motivation	.000	.	.000	.000
	Work Discipline	.000	.000	.	.000
	Workload	.000	.000	.000	.
	Employee Performace	50	50	50	50
	Work Motivation	50	50	50	50
	Work Discipline	50	50	50	50
	Workload	50	50	50	50

Source: Data processed from SPSS

a. Based on the value of the correlation coefficient of work motivation (X1) the result is 0.745 and a significance value of 0.000 <0.05 means that work motivation (X1) has a strong relationship to employee performance (Y). The positive and strong coefficient value means that the increasing influence of work motivation will affect the performance of employees of PT. Inticosmetic Lestari.

b. Based on the value of the correlation coefficient of work discipline (X2) the result is 0.909 and a significance value of 0.000 <0.05 means that work discipline (X2) has a very strong relationship to employee performance (Y). The coefficient value is positive and very strong, meaning that the increasing influence of work discipline will affect the performance of employees of PT. Inticosmetic Lestari.

c. Based on the workload correlation coefficient (X3) the results are obtained -0.823 and a significance value of 0.000 <0.05 means that workload (X3) has a very strong relationship to employee performance (Y). The coefficient value is negative and very strong, meaning that the increasing influence of workload will affect the performance of employees of PT. Inticosmetic Lestari.

Coefficient of Determination (R2)

The magnitude of the contribution of the independent variable explaining the dependent variable can be seen from the value of the coefficient of determination. The value of the coefficient of determination or R2 which is getting closer to 1, shows that the independent variables can explain the dependent variable. The coefficient of determination used is the adjusted R square because it is more reliable in evaluating the regression model. The adjusted R square value can be seen in the SPSS data processing results in the following Model Summary table.

Table 11 Result Coefficient of Determination (R2)

Model Summary^b

Model R	R Square	Adjusted R Square	Durbin-Watson

1	.932ᵃ	.869	.860	1.977

a. Predictors: (Constant), Workload, Work Motivation, Work Discipline
b. Dependent Variable: Employee Performance
Source: Data processed from SPSS

The adjusted R square value explains how much variation Y is caused by X, from the calculation results a value of 0.860 or 86% is obtained. This means that 86% of employee performance is influenced by the three independent variables (work motivation, work discipline, and workload). While the remaining 14% (100% -86%) is influenced by other variables outside the research, such as work environment, leadership style, and compensation.

Hypothesis testing

t test

This test is carried out by comparing the calculated t value with the t table value. The calculated t value can be seen from the results of data processing in the coefficient section, and to obtain the t table value can be seen from the Student T table. The following is a partial test table (t test) in the Coefficient section:

Table 12 Coefficient t test results

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
Model	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	3.154	2.868		1.100	.277		
Work Motivation	.248	.083	.219	2.988	.004	.529	1.891
Work Discipline	.448	.080	.585	5.595	.000	.261	3.836
Workload	-.231	.103	-.211	-2.235	.030	.320	3.130

a. Dependent Variable: Employee Performance
Source: Data processed from SPSS version 23

From the results of the SPSS output above in table 12, the following conclusions can be drawn:

a. The value of t count is 2.988 > t table is 2.011 and the significant level is 0.004 <0.05. Thus Ha1 is accepted and Ho1 is rejected, meaning that partially there is a significant effect of work motivation on employee performance.

b. The calculated t value is 5.595 > t table 2.011 and a significant level of 0.000 <0.05, thus Ha2 is accepted and Ho2 is rejected, meaning that partially there is a significant effect of work discipline variables on employee performance.

c. t count value of -2.235 > t table 2.011 and a significant level of 0.030 <0.05, thus Ha3 is accepted and Ho3 is rejected, meaning that partially there is a significant effect of the workload variable on employee performance.

Hypothesis testing is jointly carried out using the F test, carried out to examine the significant relationship between the independent variables and the dependent variable as a whole. The calculated F value can be seen from the results of data processing using SPSS in the Anova table column F as follows:

Table 13 ANOVAa F Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	707.800	3	235.933	101.638	.000ᵇ
Residual	106.780	46	2.321		
Total	814.580	49			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Workload, Work Motivation, Work Discipline Source:

Data processed from SPSS

From the results of testing the regression model in table 13 Simultaneous Test (F Test) for all variables shows a calculated F value of 101.638 > F table 2.81 with a significant level of 0.000 <0.05. Thus Ha is accepted and Ho is rejected. This means that the hypothesis which states the variables of work motivation, work discipline, and workload simultaneously has a significant influence on employee performance.

CONCLUSION

This study aims to determine the effect of Work Motivation, Work Discipline, and Workload on Employee Performance at PT. Inticosmetic Lestari. From the formulation of the problem and discussion put forward in the previous chapter, the following conclusions can be drawn:

a. There is a significant influence between work motivation (X1) on employee performance (Y) partially. This is proven through calculations that have been carried out on partial hypothesis testing (t test) obtained t count 2.988 > t table 2.011 and a significant level of 0.004 < 0.05. Thus Ha is accepted and Ho is rejected, meaning that the variable of work motivation (X1) influences employee performance (Y).

b. There is a significant influence between work discipline (X2) on employee performance (Y) partially. This is proven through the calculations that have been carried out on the partial hypothesis test (t test) obtained t count of 5.595 > t table of 2.011. With a significance of 0.000 <0.05 . Thus, Ha is accepted and Ho is rejected, meaning that the work discipline variable (X2) affects employee performance (Y).

c. There is a significant influence between workload (X2) on employee performance (Y) partially. This is proven through the calculations that have been carried out on the partial hypothesis test (t test) obtained t count of -2.235 > t table of 2.011. With a significance of 0.030 <0.05 . Thus, Ha is accepted and Ho is rejected, meaning that the workload variable (X3) affects employee performance (Y).

d. There is a significant influence between work motivation, work discipline, and workload on employee performance simultaneously. This is proven through the results of calculations that have been carried out on hypothesis testing simultaneously obtained F count of 101.638 > F table 2.81 with a significant level of 0.000 <0.05. Thus Ha is accepted and Ho is rejected.

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