The Influence of Workload and Work Environment on Employee Performance (Study on Kelurahan In Gedebage Subdistrict, Bandung City)

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Abstract: The purpose of this study was to find out and analyze: (1) Workload (2) Work Environment; (3) Employee Performance; and (4) The Effect of Workload and Work Environment on the Performance of Kelurahan Employees in Gedebage District, Bandung City, both simultaneously and partially. The research method used in this study is a descriptive survey and an explanatory survey. The unit of analysis in this study was the staff of the Kelurahan in Gedebage District, Bandung City with a sample of 30 people. The type of investigation is causality, and the time horizon in this study is cross-sectional. Based on the results of the study, it was found that the Workload experienced by the Kelurahan employees in the Gedebage Subdistrict of Bandung City was good, the Work Environment in the Kelurahan in Gedebage District, Bandung City in general could be said to be good, the performance of Kelurahan Employees in Gedebage Subdistrict, Bandung City was now considered good. Workload and Work Environment affect the performance of Kelurahan employees in Gedebage District, Bandung City simultaneously and partially. But partially the dominant workload affects employee performance rather than the work environment. Because the Workload is more dominant in influencing Performance, it becomes the first priority in improving the Performance. Therefore, Kelurahan in Gedebage District, Bandung City is advised to improve the working conditions and atmosphere, so that they are able to work more professionally

Keyword: Workload, Work Environment, Employee Performance

INTRODUCTION

Organizations in achieving goals are determined by various factors factors, one of the most decisive factors is the human resource factor. human resources. In essence, human resources are the main driver of organizational dynamics. The organization is not just a collection of resources but must produce something that increases and develops. Organizational development can occur by combining resources capital resources, natural resources and human

resources, furthermore human resources are objects that can be fostered and trained throughout the organization. human resources are objects that can be fostered and trained to their full potential so that they can be in accordance with organizational goals.

Based on field observations, there is a decrease in performance of employees which is indicated by career development. from employees who do not work as regulated by the institution and the work environment that is less supportive of success in the success of the institution. work environment that is less supportive of success in implementation of work. As seen from the career development opportunities employees who are almost not implemented and the comfort of the workplace which is less support for the concentration of employees' work so that This directly affects the decline in employee performance. Then based on the results of the researcher's observations in the Kelurahan in Gedebage Sub-district, Bandung City, there are other indications that show the low performance of Kelurahan employees in Gedebage Sub-district, Bandung City. the low performance of Kelurahan employees in Gedebage Sub-district, Bandung City among others: employee skills in doing work are still lacking, the work displayed has not been maximized, the responsibility that employees have for their work is still lacking. Limited human resources are one of the causes as well, from this limited human resources results in a large employee workload, employees are required to double duties and positions.

From the above problems, the authors are interested in conducting research with the title "The Influence of Workload and Work Environment on Employee Performance (Study at Kelurahan in Gedebage District, Bandung City)". Employees (Study on Kelurahan in Gedebage District, Bandung City)".

METHOD

This research is designed to be descriptive and verification. The method used in this research is the description survey and explanatory survey methods carried out through data collection in the field. field. There are three main variables studied in this study, namely (1) Workload, work environment, employee performance; (2) Workload consists of (2) Workload consists of external and internal factors; (3) Work environment consists of physical and non (4) Employee performance, consisting of work quality, work quantity, reliability, and attitude. Meanwhile, the method of determining the respondents used in this study is a census, namely all elements (members) of the population to be sampled because to maintain the validity and reliability of measurements in this study, that is, all members of the population are used as respondents, namely Kelurahan employees in Gedebage Subdistrict, Bandung City as many as (N) 30 people in accordance with the characteristics of the respondents. characteristics of the respondent. Data sources were obtained using the following techniques: observation, interview, questionnaire.

Analysis Design and Hypothesis Testing: Based on the method used in data collection, the variables that have an ordinal size are then transformed into an interval form using the form using the method of successive intervals. Before distribution of the instrument, first the validity and instrument reliability testing of instrument validity is done by using product moment correlation (Sugiyono, 2006: 182). The analysis used consists of two types, namely: (1) descriptive analysis especially for qualitative variables and (2) quantitative analysis, in the form of hypothesis testing using statistical tests. hypothesis testing using statistical tests. Quantitative analysis is emphasized to reveal the behavior of research variables, while descriptive/qualitative analysis is used to explore the behavior of causal factors. descriptive/qualitative analysis is used to explore the behavior of causal factors. Method The analysis method used was cross-sectional analysis. By using combination of these analytical methods, generalizations can be obtained that are comprehensive.

RESULTS AND DISCUSSION

Summary of Workload of Employees in Sub-district Gedebage, Bandung City, 2018 (n=30):

No	Indicator	Score	Criteria
1	I always finish my work	117	Agree
2	I am motivated to get the job done	68	disagree
3	I have great confidence in completing work	85	hesitate
4	I take great responsibility in completing work	97	hesitate
5	The level of complexity of the work provided very high	101	hesitate
6	I am able to control my emotions while working	80	hesitate
7	I am able to manage my work time	93	hesitate
8	the division of tasks and authority is in accordance with applicable rules	71	disagree
9	the division of labor is fair	117	Agree
	amount	829	
	average score	92,1	

Based on the weighted score of the workload variable above, it turns out that the workload of employees of the Gedebage Subdistrict of Bandung City is still not good, in the sense that the workload of employees of the Gedebage Subdistrict of Bandung City still needs to be addressed and improved in the future, because workload is one of the factors that affect employee performance. factors that affect employee performance.

Summary of Work Environment Variables in the Gedebage Sub-district, Bandung City, 2018 (n=30):

No	Indicator	Score	Description
1	the lighting conditions in the office are very satisfactory	158	Agree
2	circulation/ventilation conditions in the office are very satisfactory	116	Agree
3	noise control conditions due to the shouting of colleagues at work in the office is very satisfactory	116	hesitate
4	quality of equipment / facilities in the office is very satisfactory	113	Agree
5	the level of harmony of horizontal relationships in the office is very satisfactory	104	hesitate
6	the level of harmony of the relationship vertically upwards in the office is very satisfactory	112	Agree
7	the level of harmony in the vertical downward relationship in the office is very satisfactory.	116	Agree
8	the level of overall relationship harmony in the office is very satisfactory	116	hesitate
	Amount	951	
	Average Score	118	

Based on this table and the weighted score of the work environment variable above, it turns out that the Work Environment in the Gedebage Sub-district of Bandung City

already classified as good, in the sense that the Work Environment in the Sub-district of Gedebage Gedebage Bandung City still needs to be improved and improved in the future, because the work environment is one of the factors that affect performance.

Summary of Employee Performance variables in the Sub-district Gedebage Bandung City, 2018 (n=30):

No	Indicator	Score	Descripsion1
1	your performance has reached the target	107	hesitate
2	Time used to do a job very efficient	112	Agree
3	in carrying out work prioritizes accuracy	112	Agree
4	knowledge about the work faced so far has been well mastered	102	hesitate
5	always come up with ideas to solve complicated problems	105	hesitate
6	always try to work together with colleagues to solve problems	113	hesitate
7	always take responsibility and dare to bear risks to the work and decisions taken	102	hesitate
8	able to make decisions in solving problem	105	hesitate

Based on this table, it turns out that the employees of the Gedebage District of Bandung City has a high performance, in the sense that the performance of employees of the Environment of Gedebage Sub-district, Bandung City still needs to be improved and improved in the future.

Improved in the future, employee performance is the main thing in improving service to the community. service to the community.

The Effect of Workload and Work Environment on Performance Employees of Gedebage Subdistrict, Bandung City:

Magnitude of Path Coefficient

Koefisien jalur X1 terhadap X2	px1x2	0.664
Path coefficient X1 to Y	pyx1	0.882
X2 path coefficient on Y	pyx2	0.773

Multiple Determination Coefficient, and Path Coefficient of Variables Other

Multiple Determination (R^2)	$R^2Y.X1, X2,$	0.732
Multiple Correlation Coefficient	R Y.X1, X2,	0.889
Determination of Var. Other to Y	P^2Y Є	0.268

Meaning that the effect of variables X1, and X2 together on the variable Y is 0.732 or 73.2% of the variables X1, and X2 together affect Y, and the remaining 0.268 or 26.8% is influenced by other variables that are not included in the study. not included in the study.

Hasil Pengujian Simultan X1 dan X2 terhadap Y: It can be seen that the Fcount value is 14.551 with a sig. Level of 0.00 is smaller than 0.05, so it can be concluded that the results of simultaneous testing are proven or significant, so it can be continued to the next level. simultaneous testing is proven or significant, so it can be continued in further analysis with partial testing. further analysis with partial testing.

Influence of Variables X1 and X2 to Y and Outside Influence Variables X1 and X2:

Interpretation of Path Analysis		
Description	Influence	%
Effect of X1, X2 to Y	0.732	73.2
Pengaruh Diluar X1, X2	0.268	26.8
Amount		100

Bandung City, which amounted to 73.2%, while the remaining 26.8% was influenced by other factors not examined by the author, namely the climate of Bandung. influenced by other factors not examined by the author, namely work climate, commitment, work culture, and work culture. work climate, commitment, work culture.

Partial Path Coefficient Testing:

Symbol Path coefficient		thitung	ttabel	conclusion
PYX1	0.433	3.844	1.67	Ho reject There is an effect of workload on Performance
PYX2	0.329	2.521	1.67	Ho reject There is an effect of work environment on performance

Based on the results of the above calculations, it can be revealed that workload workload on employee performance in the Gedebage Subdistrict, Bandung City.

Direct and Indirect Effects of Workload on Employee Performance:

Interpretation of Path Analysis			
Description		Influence	%
X1	Direct effect to Y	0,3835	38,35
	Indirect effect through X2 to Y	0,0977	9,77
Amount		0,4842	48,42

It can be concluded that workload has a significant has a direct effect on employee performance, this empirical evidence provides an indication that in an effort to improve employee performance, it is necessary to have a workload indication that in an effort to improve employee performance,

Direct and Indirect Influence of Work Environment on Employee Performance:

Interpretation of Path Analysis			
Description		Influence	%
X2	Direct effect to Y	0,1501	15,01
	Indirect effect through X1 to Y	0,0977	9,77
Amount		0,2478	24,78

It can be concluded that the work environment has a significant direct effect on employee performance, this empirical evidence provides an indication that in an effort to improve performance, it is necessary to improve work environment factors, because work environment factors are closely related to improving performance.

CONCLUSION

Based on the results of research that has been conducted to determine the effect of workload and work environment on employee performance. Environment of Gedebage Subdistrict, Bandung City, then conclusions can be drawn as follows: 1) Workload according to employees in Gedebage Sub-district, Bandung City Bandung has not received a good response, in the sense that workload is one of the factors that have a major influence on the continuity of the organization. one of the factors that has a major influence on the continuity

of the organization, but employees still feel that the workload is not in accordance with the work given and the expectations of the employees concerned. and the expectations of the employees concerned. 2) The work environment according to employees of the Gedebage Sub-district Environment, Bandung City Bandung is generally not appropriate. Some indicators have a fairly high which is quite high. However, there are several indicators that are low so that it must be improved. 3) Employees of the Gedebage Sub-district of Bandung City have high performance from several existing indicators, all of which show good and high values. good and high. 4) Workload and Work Environment simultaneously affect the The performance of employees in the Gedebage Sub-district Environment of Bandung City and its positive the effect is positive. However, partially the dominant workload affect employee performance than the work environment. And partially, the effect of workload and work environment on employee performance is as follows as follows: a) Beban Kerja berpengaruh terhadap Kinerja pegawai, sehingga apabila. b) The work environment affects employee performance, so that if the work environment is formed with employee expectations, then employee performance will also increase.

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