

ABSTRACT

The study refers to determine how the effect workload and work discipline on job satisfaction that has an impact on job performance at Pengadilan Agama Cibadak. Pengadilan Agama Cibadak is an institution that stands in the shadow of the ministry of religion with duties and authority that has been explained in article 49 of act no. 3 of 2006 on the change to act no. 7 of 1989 on the judicial system of religion. The research method used is descriptive and verification methods. The sampling technique used is probability sampling with a sample of 56 respondents. Data collection techniques used are field research and library research. The data analysis method used is validity test, reliability test, and normality test. The data analysis method used is path analysis, metode of successive interval, multiple correlation, and coefficient of determination. Hypothesis testing is carried out either partially with (T test) of simultaneously through (F test).

In general, the result of this study indicate that work load, work discipline, and job satisfaction are in the poor category and there is a significant influence either simultaneously or partially. The results of data analysis show that the influence of work load and work discipline on job satisfaction by 56,4% and work discipline has a greater influence than work workload. Partially job satisfaction has a positive and significant effect of 65,8%% on employee performance.

Keywords: *Workload, Work Discipline, Job Satisfaction, and Employee Performance.*