

ABSTRACT

This research is entitled "The Effect of Workload and Work Environment on Employee Performance at the Majalengka Regency Social Service". The problem phenomenon in this research is that employee performance in the agency is still low. The performance of Majalengka Regency Social Service Employees is still low at 3.04. work environment is still low at 3, and workload is high at 3.74. This research hypothesis consists of a simultaneous hypothesis, namely that there is an influence of workload and work environment on employee performance. The partial hypothesis is that there is an influence of workload on employee performance, and an influence of the work environment on employee performance.

This research aims to find out how much influence the workload and work environment have on the Majalengka Regency Social Service. The research method used was descriptive and verification with a sample size of 24 respondents. The data collection techniques used were observation, interviews and distributing questionnaires. The data analysis methods used are multiple linear regression analysis, simultaneous and partial multiple correlation analysis, and simultaneous and partial coefficient of determination analysis.

The research results show that workload and work environment have a positive and significant effect on employee performance. Based on multiple correlation analysis, workload and work environment on employee performance is 0.799. The magnitude of the simultaneous influence of workload and work environment on employee performance is 63.8%. The influence of workload on employee performance is 38.4%, while the influence of the work environment on employee performance is 25.4%.

Keywords: Workload, work environment, employee performance