

ABSTRACT

This research was used based on phenomena that occurred among employees of PT Enseval Putera Megatrading Bandung Branch. In this research, problems were found with work motivation and employee performance at PT Enseval Putera Megatrading Bandung Branch, which were caused by low communication and high workload. This research aims to determine the effect of communication and workload on work motivation and its impact on employee performance. PT Enseval Putera Megatrading Bandung Branch. This research uses descriptive and verification methods with a quantitative approach. With a population of 261 people and a sample size of 158 people in this study. The sampling technique used is probability sampling. The analytical methods used are path analysis, method of successive intervals (MSI), coefficient of determination analysis and hypothesis testing. The research results show that in structure I there is a simultaneous influence of communication and workload on work motivation of 60.3%. Partially, the influence of communication on work motivation is 49.5% and the influence of workload on work motivation is 10.8%. In structure II, there is an influence of work motivation on employee performance of 69.3%.

Keywords: *Communication, Workload, Work Motivation, Employee Performance*