



## INFLUENCE OF WORKLOAD AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE IN DRAMAGA, BOGOR

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### *Abstract*

*This research was conducted to find out how far between workload and work discipline on employee performance. The sample used in this study was 53 employee respondents in Dramaga District, Bogor Regency. The method used is to spread the questionnaire form to the respondents and the data is processed using a computer application. This research was conducted in Dramaga District, Bogor Regency. Workload and Work Discipline Variables on Employee Performance The results of validity test, reliability test, descriptive analysis, inferential statistics, determination, t test, f test. The results of this study show that partially the workload variable (X1) has a significant effect on variable ( Y ) Employee performance in Dramaga District, Bogor Regency with  $t \text{ Count} > t \text{ Table}$  3,439  $> t \text{ table}$  2.008 and a significance value of  $0.001 < 0.05$  and Partially the variable Work Discipline (X2) has a significant effect on Employee Performance (Y) in the District Dramaga Bogor Regency with a  $t \text{ count}$  3,295  $> t \text{ table} > t \text{ tabble}$  2.008 and a significance value of  $0.002 < 0.05$  Simultaneously, the Workload Variable (X1) and Work Discipline Variable (X2) have a significant effect on Employee Performance Variables (Y ) In Dramaga District, Bogor Regency, with  $f \text{ count} > f \text{ table} = 10,253 > F \text{ table}$  2.79 and a significant value of  $0.000 < 0.05$ .*

*Keywords: Workload, Work Discipline, Employee Performance*

### **Introduction**

The success of a company depends on effective management. If the rules, policies and procedures relating to people in the organization work together and put emphasis on the provision of organizational goals and strategic planning, this achievement is very likely to materialize. To achieve its goals, human resources assist managers in obtaining, fostering, utilizing, assessing, and maintaining various employee rights. Because of how important work discipline is for employees, work discipline is a very decisive element in achieving goals. Alone

According to (Budiasa, 2021, p. 32) states that external and internal factors affect workload, therefore it is necessary to pay attention to the balance of the amount or weight of workload provided by a company to its employees in order to achieve optimal performance effectiveness and HR utilization (Source human resources) that are in accordance with the competencies possessed by the employees themselves. Another factor that hinders employee

performance is work discipline with poor employee work discipline, employees arriving late, not carrying out work according to the rules set by the agency, and not following the rules. One of the keys to the failure of agencies to have quality human resources.

According to (Haqqi, 2019) states that Discipline is an action or behavior that represents and shows an attitude of orderly behavior and adheres to all provisions and rules both written and unwritten

## Method

In this study, the authors used data collection techniques by observation and questionnaires, and used quantitative data types obtained through survey results related to numbers and calculations using computer applications, data obtained from employees in Dramaga District, Bogor Regency. with primary data sources Primary data is data obtained or collected by researchers directly from the individuals concerned In this study, 53 employees of Dramaga District were involved. The employees consisted of 33 male employees and 20 female employees.

Table 1. Respondent by Gender

Male	33
Female	20
Total	53

## Research Object

In conducting a research, the first thing to pay attention to is the research object to be studied. Where the research object contains problems that will be used as research material to find solutions

In the process of research conducted in Dramaga District, which is located on Jalan Pasar Dramaga No.74, RT.6/RW.2, Dramaga, Bogor, West Java 16680, Indonesia, Dramaga District is one of the designated administrators which is generally managed by the local government.

## Collecting Data Technique

The data obtained from this research is how to distribute questionnaires to respondents (Sugiyono, 2017, p. 142). Questionnaires are a data collection technique that is carried out by giving a set of questions or written statements to respondents to answer. The answers can be given directly, by letter or online. There are two types of questionnaires, closed and open. The questionnaire used in this term is a closed poll, ie. polls that provide answers. so that respondents choose and answer directly. The population used in this study were employees of the Dramaga District. The sampling used was the full sampling method, which is a sampling technique when all members of the population are used as samples.

## Result and Discussion

### Validity Test

According to (Sugiyono, 2017, p. 125) shows the degree of accuracy between the data that actually occurs on the object and the data collected by the researcher. This validity test is carried out to measure whether the data that has been obtained after the research is valid data or not, using the measuring instrument used (questionnaire).

The results of the validity test on variables X1, X2 and Y show numbers above 0.468 where these results are valid, because the value of r table with N = 51 at 5% significance in the distribution of r table values is 0.270

Table 2. Reliability Test

Variabel	<i>Cronchbach's Alpha</i>	Keterangan
Workload (X1)	0,669	Reliable
Discipline (X2)	0,718	Reliable
Performance (Y)	0,700	Reliable

Showing that the three variables have a Cronbach's Alpha value greater than 0.60 means that the three research variables are declared reliable

### Normality Test

Table 3. One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			53
Normal Parameters <sup>a,b</sup>		Mean	.0000000
		Std. Deviation	3.85234406
Most Extreme Differences	Extreme	Absolute	.094
		Positive	.055
		Negative	-.094
Test Statistic			.094
Asymp. Sig. (2-tailed)			.200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Asymp value. Silg. (2-Tailed) of 0.200 > 0.05, it can be stated that the data from the three variables that have been tested are normally distributed.

### Multikolinearity Test

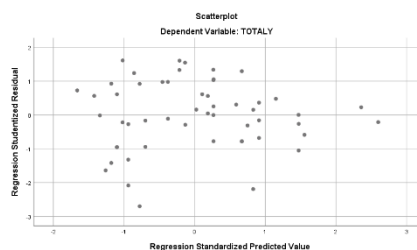
Table 4. Multikolinearity Result

Model
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		Tolerance	VIF
1	(variabel )		
	X1 to Y	.937	1.067
	X2 to Y	.937	1.067

Based on the table above, it is known that the value of the VIF variable Workload (X1) and work discipline variable (X2) is  $1.067 < 10$  and the tolerance value is  $0.937 > 0.1$ , so the data does not have multicollinearity.

### Heteroskedastisity Test



It can be seen that the points spread randomly, and are spread both above and below the number 0 on the Y axis. It can be concluded that there are no symptoms of heteroscedasticity in the regression model used.

### Linear Regression Test

Table 5. Linear Regression Result  
Coefficients<sup>a</sup>

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	7.171	8.894		.806	.424
	Beban kerja	.596	.209	.351	2.851	.006
	Disiplin kerja	.396	.147	.331	2.689	.010

a. Dependent Variable: Kinerja Kerja

The constant value of 7.171 is a condition when the work performance variable (Y) has not been influenced by the workload (X1) and work discipline (X2) variables. If the independent variable does not exist, then the work performance variable does not change.

The value of the workload regression coefficient (X1) is 0.596 meaning that if the workload variable (X1) increases by 1 unit assuming the work discipline variable (X2) is constant, then employee performance (Y) will increase by 0.596 units

Regression value of 0.396 (positive) means that if the work discipline variable (X2) increases by 1 unit assuming the workload variable (X1) is in a constant state, work performance (Y) will increase by 0.396 units

### T Test

The t test is used to test each independent variable or independent variable. Does the variable Workload (X1) and Work Discipline (X2) have a positive and significant effect on the Employee Performance variable (Y).

From the results of the partial test of the workload variable, the significant value is  $0.001 < 0.05$  and t count is  $3.439 > t$  table 2.008, then  $H_0$  is rejected and  $H_a$  is accepted, meaning that there is a positive and significant effect of workload on employee performance.

The results of the t test can be seen that the significant value is  $0.002 < 0.05$  and t count  $3.295 > t$  table 2.008, then  $H_0$  is rejected and  $H_a$  is accepted, meaning that there is a positive and significant effect of work discipline on employee performance.

### F Test

Table 6. ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	316.480	2	158.240	10.253	.000 <sup>b</sup>
	Residual	771.709	50	15.434		
	Total	1088.189	52			

a. Dependent Variable: Kinerja Kerja

b. Predictors: (Constant), Disiplin Kerja , Beban Kerja

The F test basically shows simultaneously whether the independent variable or independent variable (X1) has a positive or negative, and significant influence on the dependent variable (Y).

Significant values for workload (X1) and work discipline (X2) are  $0.000 < 0.05$  and f count  $10.253 > f$  table 2.79 thus  $H_{03}$  is rejected and  $H_{a3}$  is accepted meaning that there is an effect of workload (X1) and work discipline (X2) ) on work performance (Y).

### Coefficient Determination (R2)

Table 7. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.539 <sup>a</sup>	.291	.262	3.92864

a. Predictors: (Constant), TOTALX2, TOTALX1

b. Dependent Variable: TOTALY

Based on the results of the table above, it shows that the value of R Squa're ( $R^2$ ) = 0.291. Which means that the Workload (X1) and Work Discipline variables have an influence on the Work Performance variable (Y) of 29.1% and the remaining 70.9% is influenced by other factors outside of this discussion.

### **Discussion**

Based on the results of the t test, it can be seen that the significance value 1. Effect of Workload (X1) on Work Performance (Y)

is  $0.001 < 0.05$  and  $t \text{ count } 3.439 > t \text{ table } 2.008$ , then  $H_0$  is rejected and  $H_a$  is accepted, meaning that there is a positive and significant effect of workload on work performance.

Then the results of this study are in line with research that has been done (Adityawarman et al., 2015) with the results of the study showing that workload has a direct positive and significant effect on employee performance.

#### Effect of Work Discipline (X2) on Work Performance (Y)

Based on the results of the t test, it can be seen that the significance value is  $0.002 < 0.05$  and  $t \text{ count } 3.295 > t \text{ table } 2.008$ , then  $H_0$  is rejected and  $H_a$  is accepted, meaning that there is a positive and significant influence of work discipline on work performance.

These results are in accordance with research that has been conducted by (Utari & Rasto, 2019) with the results of the research showing that the results of the study show that work discipline has a positive and significant influence on performance

#### Effect of Workload (X1) and Work Discipline (X2) on Work Performance (Y)

Significant values obtained for workload (X1) and work discipline (X2) were  $0.000 < 0.05$  and  $f \text{ count } 10.253 > f \text{ table } 2.79$  thus  $H_{03}$  was rejected and  $H_{a3}$  accepted. This means that there is an influence of workload (X1) and work discipline (X2) on work performance (Y).

The results of this study are in line with previous research by (Ayuningtyas & Agustriyana, 2022) Workload partially has a positive and significant effect on the performance of work discipline employees partially has a positive and significant effect on the performance of cleaning employees workload and work discipline simultaneously have a positive and significant impact on the performance of cleaning employees

### **Conclusion**

Based on the results of the explanation above, it can be concluded as follows:

The effect of workload (X1) on employee performance (Y) in Dramaga District is positive and significant between workload (X1) on Employee Performance in Dramaga District

The effect of work discipline (X2) on employee performance (Y) in Dramaga District is positive

Simultaneously (with) workload and work discipline on employee performance in Dramaga District, Bogor Regency, this can be seen from the results of the f test where the f test is calculated to be greater than f table which can be proven by the f value, which is a significant value for workload (X1) and work discipline (X2) is  $0.000 < 0.05$  and f hilcount  $10.253 > f \text{ table } 2.79$

### **Suggestion**

It is recommended that the management of Dramaga sub-district need each employee to provide further guidance on the work of each division

It is recommended that each employee in Dramaga District have special expertise in their field so that many employees receive awards every year

It is recommended for Dramaga District employees to work in accordance with educational background and knowledge in accordance with their field of work, so that in carrying out work supported by the knowledge they already have

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