

PENGARUH KEPUASAN KERJA DAN BEBAN KERJA TERHADAP KINERJA KARYAWAN

(Studi Pada PT. *Dangerous Goods Management Indonesia*)

ABSTRAK

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Tujuan Penelitian ini adalah untuk menjelaskan pengaruh variabel kepuasan kerja dan beban kerja terhadap Kinerja Karyawan PT. *Dangerous Goods Management Indonesia*. Pengumpulan data dilakukan dengan penyebaran angket. Penelitian ini menggunakan metode kuantitatif menjelaskan hubungan antara variabel-variabel penelitian melalui pengujian. Populasi yang digunakan yaitu Karyawan *Packaging* pada PT. *Dangerous Goods Management Indonesia* yang berjumlah 32 karyawan. Teknik pengambilan sampel menggunakan teknik sampel jenuh. Metode analisis data menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji hipotesis melalui uji t dan koefisien determinasi (R^2). Berdasarkan hasil penelitian menunjukkan bahwa : 1) kepuasan kerja berkontribusi meningkatkan kinerja karyawan PT. *Dangerous Goods Management Indonesia*, 2) beban kerja memberikan dampak terhadap kinerja karyawan beban kerja berlebihan dapat menurunkan kinerja karyawan PT. *Dangerous Goods Management Indonesia*.

Kata kunci : kepuasan kerja, beban kerja dan Kinerja karyawan

***EFFECT OF JOB SATISFACTION AND WORKLOAD ON EMPLOYEE
PERFORMANCE***

(Study at PT. Dangerous Goods Management Indonesia)

ABSTRACT

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The purpose of this study was to explain the effect of job satisfaction and workload variables on employee performance at PT. Dangerous Goods Management Indonesia. Data collection is done by distributing questionnaires. This study uses quantitative methods to explain the relationship between research variables through testing. The population used is Packaging Employees at PT. Dangerous Goods Management Indonesia, which has 32 employees. The sampling technique used was the saturated sample technique. The data analysis method used validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis test through t test and coefficient of determination (R^2). Based on the research results show that: 1) job satisfaction contributes to improving the performance of employees of PT. Dangerous Goods Management Indonesia, 2) workload has an impact on employee performance. Excessive workload can reduce employee performance at PT. Dangerous Goods Management Indonesia.

Keywords: job satisfaction, workload and employee performance