



The Effect of Work Motivation and Workload on Employee Performance in Regional Research and Development Agency

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ABSTRACT

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This study aims to describe and identify the role of work motivation and workload in influencing employee performance. The total population in this study were 35 employees at the Regional Research and Development Agency of Palopo City. Hypothesis testing using multiple linear regression analysis using SPSS application, $Y = 4,800 + 0,449X_1 + 0,301X_2$. Results obtained on Partial testing (t-test) is that the motivation variable has a significant positive effect on employee performance 2,209 and the workload variable has a positive and significant effect on employee performance 1,782. The results of the determination coefficient test show a value of 0.304, meaning that employee performance is influenced by work motivation and workload of 30.4%, while the remaining 69.6% is influenced by other variables. The result of the calculation is that the number F count (7.002) > F table (4.14) so that H_0 is rejected and H_a is accepted. Partially and simultaneously, motivation and workload have a significant effect on employee performance.

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1. Introduction

In an organization, Human Resources (HR) is one of the most important factors. Human Resources have great potential to carry out organizational activities. If managed properly, human resources can increase the effectiveness and efficiency of an organization so that it can provide maximum results.

Increasing the ability and capacity of employees can be met through the development of human resources in order to achieve organizational goals. Good performance of employees is a supporting factor in achieving organizational goals [1]

According to Dessler in [2], performance is defined as a comparison between the results that can be seen in real terms with the work standards that have been set. Effective and structured employee direction is carried out to obtain maximum performance. It is expected that the organization can try to move its employees to be more productive in accordance with the organizational goals that have been set.

In improving employee performance, work motivation and workload are several influential factors and must be considered by policy makers in an organization. The services provided by employees to the community can be maximized if there is high work motivation so that employees have high enthusiasm in providing the best service [2]. In addition to this, the level of employee performance is strongly influenced by the workload. In improving performance, the workload of employees must be balanced [3]. Workload indicators that are met in a balanced manner will maximize employee performance. The workload in question is the working conditions and work standards [4].

One of the indicators used to measure R&D services at the Regional Research and Development Agency of Palopo City is the Utilization of R&D Results, where in the first to third years an average of 80% can be followed up, while the conditions in the fourth and fifth years are decreasing. Of the 6 research and



development plans that are planned, only 1 will be implemented in 2017 and 2 will be implemented in 2018, 3 in 2019 and 2 in 2020. This is due to the limited capacity of Balitbangda HR in conducting research [5].

The limited ability of human resources in improving performance may occur due to a fairly large workload or low motivation. With the high performance targets set, the Balitbangda apparatus is required to complete R&D activities on time and with good R&D quality. Therefore, it is very important for the Regional Research and Development Agency of Palopo City to have human resources (HR) who can complete the workload and are competent and full of motivation so that employee performance can increase.

2. Methods

This research is an associative research using a quantitative approach. In collecting data using a questionnaire to 35 Balitbangda employees, to measure the questionnaire using a Likert scale, while to analyze the data obtained using multiple linear and regression analysis.

3. Results and Analysis

3.1 Research result

a. Validity test

Table 1
Validity Test Results

Variable	Statement	Pearson Correlation	R Table	Sig.	Alpha	Status
MK (Work Motivation)	MK_1	0.477	0.338	0.000	0.05	Valid
	MK_2	0.771	0.338	0.000	0.05	Valid
	MK_3	0.589	0.338	0.000	0.05	Valid
	MK_4	0.689	0.338	0.000	0.05	Valid
	MK_5	0.749	0.338	0.000	0.05	Valid
	MK_6	0.641	0.338	0.000	0.05	Valid
BK (Workload)	BK_1	0.812	0.338	0.000	0.05	Valid
	BK_2	0.896	0.338	0.000	0.05	Valid
	BK_3	0.712	0.338	0.000	0.05	Valid
	BK_4	0.817	0.338	0.000	0.05	Valid
	BK_5	0.830	0.338	0.000	0.05	Valid
	BK_6	0.736	0.338	0.000	0.05	Valid
KP (Employee Performance)	KP_1	0.854	0.338	0.000	0.05	Valid
	KP_2	0.709	0.338	0.000	0.05	Valid
	KP_3	0.687	0.338	0.000	0.05	Valid
	KP_4	0.724	0.338	0.000	0.05	Valid
	KP_5	0.894	0.338	0.000	0.05	Valid
	KP_6	0.836	0.338	0.000	0.05	Valid

Source: Data processed by PASW Stat, 2021

From all the research data collected, the Pearson correlation value is greater than the R table, which is 0.338 and it can be concluded that the results are valid.

b. Reliability Test

Table 2
Reliability Test Results

Variable	Cronbarch Alfa	Description
Work Motivation (MK)	0.616	Reliable
Workload (BK)	0.643	Reliable
Employee Performance (KP)	0.693	Reliable

Source: Data processed by PASW Stat, 2021

All variables of workload, work motivation and employee performance have cronbarch alpha above 0.6, so it can be said that the measuring instrument (questionnaire) used is reliable.

3.2 Classic assumption test

a. Multicollinearity Test

Table 3
Multicollinearity Test Results

Variable	VIF	Tolerance	Description
Work Motivation (MK)	1.225	0.816	Non Multicollinearity
Workload (BK)	1.225	0.816	Non Multicollinearity

Source: Data processed by PASW Stat, 2021

The VIF value for work motivation and workload variables has a VIF value < 10 indicating no multicollinearity symptoms.

b. Heteroscedasticity Test

Table 4
Heteroscedasticity Test Results

Variable	Sig.	Description
Work Motivation (MK)	0.056	Non Heteroscedasticity
Workload (BK)	0.535	Non Heteroscedasticity

Source: Data processed by PASW Stat, 2021

By using the *Glejser* test, it was found that the significance level of work motivation and workload was above 0.05, this indicates that there is no symptom of heteroscedasticity.

c. Normality test

Table 5
Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
	Unstandardized Residual	
N		35
Normal Parameters ^{a,b}	mean	.0000000
	Std. Deviation	2.59111428
Kolmogorov-Smirnov Z		.661
asyp. Sig. (2-tailed)		.775

Source: Data processed by PASW Stat, 2021

From the table above, it can be seen that the significance is 0.775, which is greater than 0.05, so it can be concluded that the residuals are normally distributed.

d. Multiple Regression Analysis

Table 6
Multiple Linear Regression Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	4,800	3.990		1.203	.238		
MK	.449	.203	.360	2.209	.034	.816	1.225
BK	.301	.169	.291	1,782	.084	.816	1.225

Source: Data processed by PASW Stat, 2021

Based on table 6 above, this research model was compiled as follows: $Y = 4,800 + 0,449X_1 + 0,301X_2$ The equation shows that all X variables, namely Work Motivation and Workload, have positive coefficient values, meaning that all independent variables are included in the model. has a direct influence on the Y variable (Employee Performance).

The form of the multiple linear regression equation obtained from the above results can be interpreted as follows:

- 1) If work motivation and workload are assumed to be zero, then employee performance is worth 4,800
- 2) If motivation is increased by 1 unit, it will be followed by an increase in employee performance of 0.449 units with the assumption that other variables do not change.
- 3) If the workload improvement is increased by 1 unit, it will be followed by an increase in employee performance of 0.301.

e. Partial Test (t Test)

From the calculation results in table 6 above, the results obtained are:

- 1) The t-count value obtained for the Work Motivation (MK) variable is 2.209. This value is greater than the value of t table with ± 0.05 of 2.042 with a significant level of $0.034 < 0.05$, so it can be said that H1 is



accepted which means that Work Motivation (MK) has a significant influence on Employee Performance (KP).

- 2) The t-count value obtained for the Workload (BK) variable is 1.782, greater than the t table value with $\pm = 0.10$ of 1.697 with a significant level of $0.084 < 0.10$, so H2 is accepted which means that the Workload (BK) has an effect significant to Employee Performance (KP).

f. Simultaneous Test (F Test)

The effect of independent variables on the dependent variable simultaneously can be known by using the Simultaneous Test (F test).

Table 8
F . Test

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	99,900	2	49,950	7.002	.003 ^a
Residual	228,272	32	7.133		
Total	328,171	34			

Source: Data processed by PASW Stat, 2021

The ANOVA table generated through regression analysis with the help of the PASW Stat program is shown in Table 8 above, indicating that the calculation results obtained are F arithmetic (7.002) > F table (4.14) so it can be said that Ho is not accepted or rejected and Ha is accepted. . This means that the variables of work motivation and workload together have a significant effect on employee performance.

g. Correlation Coefficient Test and Coefficient of Determination

Table 9
Test of Correlation Coefficient (R) and Coefficient of Determination (R2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.552 ^a	.304	.261	2.67086

Source: Data processed by PASW Stat, 2021

Based on the results of table 9 with the help of the PASW Stat program, it can be seen that the influence between (MK) Work Motivation and (BK) Workload on Employee Performance (KP) at the Regional Research and Development Agency of Palopo City can be shown the value of the correlation coefficient.

The value of the correlation coefficient or R is 0.552. This shows that work motivation and workload have a strong influence on employee performance at the Regional Research and Development Agency of Palopo City, which is 55.2%. From table 8, it can also be seen that the value of the coefficient of determination or R square(r2) is 0.304. This value indicates that 30.4 employee performance is influenced by work motivation and workload while the remaining 69.6% is influenced by other variables not included in this study.

3.3 Discussion of Research Results

a. The Effect of Work Motivation on Employee Performance

The results of the study on the effect of work motivation on employee performance obtained a t-count value of 2.209, greater than the t-table value of 2.042 or a sig value of $0.034 < \alpha 0.05$ and a regression coefficient value of 0.449. These results conclude that Ho is rejected and Ha is accepted. In other words, motivation has a positive and significant influence on employee performance at the Regional Research and Development Agency of Palopo City.

The results of this study are supported by the results of research conducted by [14] where the increase in employee performance becomes better if positive motivation is maintained. This is also in line with research conducted by [15] which states that the motivation that has been applied by cooperative management is felt positive and significant impact on performance by employees. The better the motivation given by management to employees, the better the performance produced by employees.

b. Effect of Workload on Employee Performance

The results of the calculation of all the data in this study were obtained that the t-count value was 1.782 with a significant value of 0.084. A significant value that is smaller than alpha 0.10 means that partially, workload has a significant influence on employee performance at the Regional Research and Development Agency of Palopo City. From the analysis results also obtained a regression coefficient of 0.301 which indicates that the workload has a positive and significant influence on employee performance, meaning that if the workload is getting better or the workload is getting lower , the employee's performance is getting higher.



At the Regional Research and Development Agency of Palopo City, appropriate workloads such as sufficient number of employees, predetermined workload standards and clear work targets will improve employee performance in terms of timeliness and quality of work carried out. This means that if the workload given is low or in accordance with the provisions, the performance of employees at Balitbangda Palopo City will also increase.

c. The Influence of Work Motivation and Workload on Employee Performance

In the F test table, it can be seen that there is a significance of 0.003, where the value is smaller than 0.05, which means that motivation and workload together have a positive and significant effect on the performance of the Regional Research and Development Agency of Palopo City. Simultaneously, the effect of variable X on variable Y can be obtained by comparing the calculated F value with F table by first calculating the *degree of freedom* (df) in the numerator and the degree of freedom (df) in the denominator. It is known that if the df value of the numerator is k-1, then the df of the numerator obtained is 3-1=2, whereas if the value of the df of the denominator is nk, then the value of the df of the denominator is 35-3=32, so it is known that the value of the F table is 3.29. If a comparison of the calculated F value with the F table is made, the result is $7.002 > 3.29$. From these results it can be concluded that work motivation and workload have a positive and significant impact on employee performance at the Regional Research and Development Agency of Palopo City.

Thus, work motivation needs to be increased and the workload needs to be further improved so that the achievement of employee performance will also increase better. Work motivation and workload are very influential on employee performance. Work motivation and workload that have a significant effect together means that if work motivation in an organization is increased and the workload is improved or reduced it will increase employee performance.

This is in line with the research conducted by [11] that work motivation and workload have a joint influence on employee performance. This is also evident in what happened at Bank BTN Manado, where employees will be motivated by compensation, a sense of security, working conditions, and rewards and challenges given by the company. Employees will have good performance if they are always well motivated.

At Balitbangda Palopo City, employee performance in terms of improving the quality and completion of work time is influenced by the motivation given by the leadership, employees who are obedient and obedient to working hours and employees who are full of initiative to continue to improve work results and employee performance gets better if the workload is set. are in accordance with the standards and sufficient human resources are available to complete the work.

4. Conclusion

Conclusions based on the results of the analysis and discussion in the previous section, the following conclusions can be drawn:

- a. Work motivation partially has a positive and significant effect on employee performance at the Regional Research and Development Agency of Palopo City.
- b. Partial workload has a positive and significant effect on employee performance at the Regional Research and Development Agency of Palopo City;
- c. Work motivation and workload together or simultaneously have a significant influence on employee performance at the Regional Research and Development Agency of Palopo City.

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