ABSTRACT

THE INFLUENCE OF WORKLOAD AND MOTIVATION ON EMPLOYEE’S PERFORMANCE IN PERUM BULOG DIVRE LAMPUNG

By

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This research discusses about the influence of workload and motivation on employee’s performance in Perum Bulog Divre Lampung. The problems found are that the employees of Perum Bulog Divre Lampung have the relatively high workload by seeing the quantity of their work which they have to achieve. This research aims to search: (1) the influence of workload on employees’ performance in Perum Bulog Divre Lampung (2) The influence of motivation on employees’ performance in Perum Bulog Divre Lampung (3) The simultaneous influence of workload and motivation on employees’ performance in Perum Bulog Divre Lampung.

Hypothesises used in this research are: (1) The workload has positive influence on employees’ performance in Perum Bulog Divre Lampung (2) Motivation has positive influence on employees’ performance in Perum Bulog Divre Lampung (3) Workload and motivation have simultaneous influence on employees’ performance in Perum Bulog Divre Lampung.

This research is categorized as a survey research. Types of data used in this research is quantitative data or shaped number. The instrument of this research uses questionnaires. Population in this research is the whole employees of Perum Bulog Divre Lampung numbered 103 people. Validity test uses Factor Analysis meanwhile the reliability test uses Alpha Cronbach. Multiple Linear Regression Analysis is used to test the hypothesis in this research.

The results of the study at a significance level of 5% found that: (1) Workload has positive and significant influence on employee’s performance in Perum Bulog Divre Lampung.
(2) Motivation has positive and significant influence on employee’s performance in Perum Bulog Divre Lampung. (3) The workload and motivation simultaneously influence employees’ performance in Perum Bulog Divre Lampung.

Suggestions for Perum Bulog Divre Lampung are (1) Being more concerned about the workload that will be burdened to employees such as the time required to complete tasks and mental activity of each employee so that each individual can obtain tranquility in performing required tasks (2) Being more concerned to improve the motivation by paying more attention about employees’ job security, especially for employees who work in the field, implement discipline among employees so that their achievements will be increased, as well as creating an environmental work better so that employees will feel more comfortable in working and growing bonds of friendship which will mutually support each other. (3) Should improve the knowledge of each employee in order to be more up to date so that they can improve performance by adding skills and the way they have to find creative solutions in case of happening problems in their work.

Key Words: Workload, Motivation, Performance