

ABSTRAK

PENGARUH PENEMPATAN DAN BEBAN KERJA TERHADAP KINERJA PEGAWAI DENGAN MOTIVASI SEBAGAI VARIABEL MEDIASI PADA PT. BANK LAMPUNG

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Peran SDM dalam perusahaan sangat penting dalam kegiatan perusahaan. Faktor-faktor seperti penempatan kerja, beban kerja, dan motivasi kerja merupakan faktor penting yang menentukan kinerja karyawan dievaluasi setiap saat oleh perusahaan untuk melihat keadaan dan kebutuhan karyawan, sehingga kinerja yang diberikan sesuai. Penelitian ini bertujuan untuk mengetahui pengaruh penempatan kerja dan beban kerja terhadap kinerja pegawai yang dimediasi oleh motivasi kerja pada pegawai PT Bank Lampung. Sampel penelitian ini adalah 252 pegawai PT. Bank Lampung. Pengumpulan data melalui kuesioner berdasarkan teknik *stratified random sampling* dan diolah menggunakan *Structural Equation Modeling (SEM)* dengan bantuan software AMOS. Hasil penelitian ini menunjukkan bahwa penempatan pegawai berpengaruh positif dan signifikan terhadap kinerja pegawai, hipotesis pertama didukung. Beban kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, hipotesis kedua didukung. Penempatan pegawai berpengaruh positif dan signifikan terhadap motivasi kerja, hipotesis ketiga didukung. Beban kerja berpengaruh negatif dan tidak signifikan terhadap motivasi kerja, hipotesis keempat tidak didukung. Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, hipotesis kelima didukung. Motivasi kerja memiliki peran dalam memediasi pengaruh tidak langsung penempatan pegawai terhadap kinerja pegawai, hipotesis keenam didukung. Motivasi kerja memiliki peran dalam memediasi pengaruh tidak langsung beban kerja terhadap kinerja pegawai, hipotesis ketujuh didukung. Saran yang dapat diberikan kepada PT. Bank Lampung dalam hal umpan balik pekerjaan, penyeimbangan tugas tim, *turnover intent*, dan kinerja kontekstual perlu diperhatikan, sehingga meningkatkan motivasi dan kinerja agar penempatan dan beban kerja setiap pegawai sesuai bidang serta tujuan perusahaan dapat tercapai.

Kata Kunci : Penempatan Kerja, Beban Kerja, Motivasi Kerja, Kinerja Karyawan

ABSTRACT

THE EFFECT OF PLACEMENT AND WORKLOAD ON EMPLOYEE PERFORMANCE WITH MOTIVATION AS A MEDIATION VARIABLE AT PT. BANK LAMPUNG

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The role of HR in the company is very important in the company's activities. Factors such as work placement, workload, and work motivation are important factors that determine employee performance is evaluated at any time by the company to see the circumstances and needs of employees, so that the performance provided is appropriate. This study aimed to determine the effect of work placement and workload on employee performance mediated by work motivation on employees of PT Bank Lampung. The sample of this study was 252 employees of PT. Bank Lampung. Data collection through questionnaires based on stratified random sampling technique and processed using Structural Equation Modeling (SEM) with the help of AMOS software. The results of this study show that employee placement has a positive and significant effect on employee performance, the first hypothesis is supported. Workload has a positive and significant effect on employee performance, the second hypothesis is supported. Employee placement has a positive and significant effect on work motivation, the third hypothesis is supported. Workload has a negative and no significant effect on work motivation, the fourth hypothesis is not supported. Work motivation has a positive effect and significant on employee performance, the fifth hypothesis is supported. Work motivation has a role in mediating the indirect effect of employee placement on employee performance, the sixth hypothesis is supported. Work motivation has a role in mediating the indirect effect of workload on employee performance, the seventh hypothesis is supported. Suggestions that can be given to PT. Bank Lampung in terms of job feedback, balancing team tasks, turnover intent, and contextual performance needs to be considered, thereby increasing motivation and performance so that the placement and workload of each employee according to the field and company goals can be achieved.

Keywords: Work Placement, Workload, Work Motivation, Employee Performance