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"Entrepreneurship on Global Economics Development in the Era of Society 5.0"

The Effect of Workload and Work Environment on Employee Performance at PT. Masaji Tatanan Kontainer Indonesia**Rini Astuti^{1*}, Aldiba Winda Sari¹**¹Universitas Muhammadiyah Sumatera Utara

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*Email: riniastuti@umsu.ac.id**ABSTRACT**

The purpose of this study was to analyze the effect of workload and work environment on employee performance at PT. Indonesian Container Order Masaji. The number of samples taken as respondents in this study amounted to 46 permanent employees of PT. Indonesian Container Order Masaji. The research method used is associative and quantitative methods. The data collection technique used is to obtain data obtained from questionnaires, in this study using 24 questions each variable has 8 questions. The statistical method used is the Statistical Program and Service Solution (SPSS). Processing of research data using SPSS software version 28.0. Research results show that workload has a positive and significant effect on employee performance, work environment has a positive and significant effect on employee performance, workload and work environment has a positive and significant effect on employee performance.

Keywords: Workload, Work Environment and Employee Performance

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INTRODUCTION

Human Resources is a potential possessed by everyone to realize something as a social being. Or human resources, namely the ability to think and physical power possessed by an individual and whose behavior is influenced by their heredity and environment and work because they are motivated by their desire to fulfill their satisfaction.

Human resources are the only resources that have reason, feelings, skills, knowledge and creativity. Such as the role of each person towards the environment which cannot be separated from the attitude of development and the potential that exists within oneself to develop the environment, foster and improve the welfare of the community in a sustainable manner. The function of human resources is generally to increase productivity in supporting the organization to be more competitive and to achieve goals.

Performance is the output produced by the functions or indicators of a job or a profession within a certain time. Performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction, and contributes to the economy. Performance is about doing the work and the results achieved from the work (Hamali, 2018).

Provision of an effective workload, agencies can find out to what extent their employees can be given the maximum workload and the extent to which it affects the performance of the agency itself, because workload is very important for an agency. Organizational unit activity load or individual workload

each employee should be evenly distributed so that organizational units with too many activities and organizational units with too little activity can also be avoided.

(Paramitadewi, 2017) the results of the analysis answered that workload has a negative and significant effect on employee performance. This influence means that the lower the workload of employees, the higher the performance of employees.

In addition to workload, another factor that affects employee performance is the work environment. The work environment is one of the main factors that trigger employees to work optimally. An uncondusive work environment will make employees fall sick easily, get stressed easily, have difficulty concentrating and decrease work productivity. Just imagine, if the work space is uncomfortable, hot, air circulation is inadequate, the work space is too crowded, noisy, of course it will have a big impact on work comfort.

Based on the results of the pre-research that researchers did, there were several problems that occurred at PT. Indonesian Container Masaji, namely where there is a decrease in employee performance, which is caused by the distribution of work that is not carried out in a balanced way so that work results are not optimal and the realization of work results must be completed as soon as possible then found uncomfortable working conditions where the work space is in the field (Depot 1) there is a strong odor resulting from used water for washing adjacent containers in the room which does not have proper disposal.

METHOD

In this research, the type of approach used is an associative and quantitative approach. This associative approach has the highest level compared to descriptive or comparative research.

This type of research aims to determine the relationship between variables (Tokan, 2016) Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations or samples, random, data collection using research instruments, data analysis is quantitative/statistical in nature with the aim of testing predetermined hypotheses (Noeraini & Sugiyono, 2016).

RESULT AND DISCUSSION

Result

Classic assumption test

1. Normality Test

Normality test to see whether in the regression model, the dependent and independent variables have a normal distribution or not. If the data spreads around the diagonal line and follows the direction of the diagonal line, the regression model meets the normality assumption.

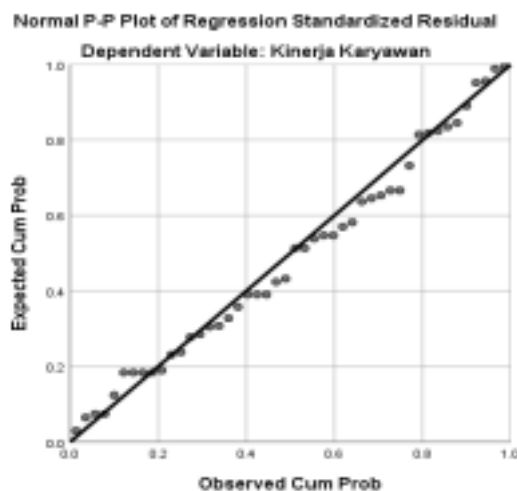


Figure 1. Normality Test Results

The image shows that the dots have formed and follow the direction of the diagonal line in the image, thus it can be stated that the data is normally distributed.

2. Multicollinearity Test

The multicollinearity test aims to test whether the regression model found a strong correlation between the independent variables by looking at the VIF (variance inflation factor) value.

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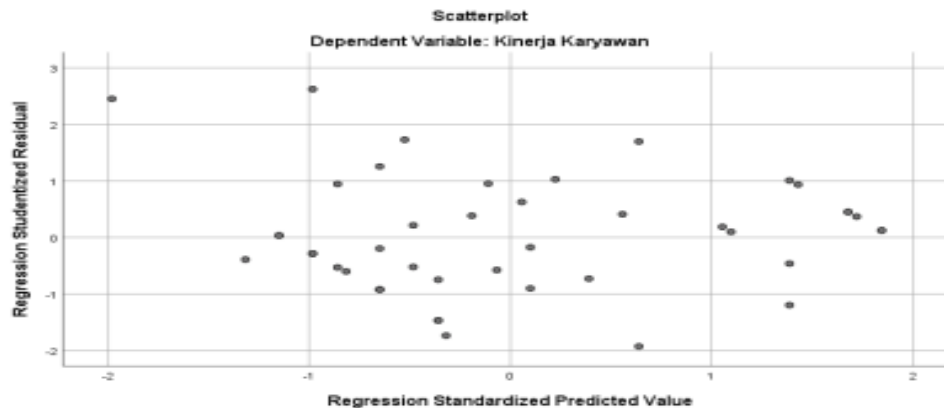
Table 1. Multicollinearity Test

Model	Unstandardized Coefficients			Standardized Coefficients	t	Say.	Collinearity Statistics	VIF
				Beta			Tolerance	
1	(Constant)	0,870	2,921		0,298	0,767		
	Burden Work	0,327	0,173	0,337	1,885	0,066	0,157	6,377
	Environment Work	0,439	0,138	0,567	3,173	0,003	0,157	6,377

If seen in table 4.8 it is known that the workload variable (X1) and work environment (X2) are free from multicollinearity where each VIF value is 6.377.

3. Heteroscedasticity Test

The heteroscedasticity test was carried out using graphical analysis. In graphical analysis, a regression model is considered not experiencing heteroscedasticity if the points spread randomly and do not form a clear pattern and are spread both above and below zero on the Y axis.


Figure 2. Heteroscedasticity Testing

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The picture above affects the points spread randomly and do not form a clear pattern and are spread both above and below the number no on the Y axis, this means that there is no heteroscedasticity in the regression model, so the regression model is suitable for use for the independent variable as well as the independent variables.

4. Multiple Linear Regression

The results of data processing through SPSS are as follows:

Table 2. Multiple Linear Regression Analysis Test Table

Model	Unstandardized Coefficients			Standardized Coefficients	T	Say.
				Beta		
1	(Constant)	0,870	2,921		0,298	0,767
	Work load	0,327	0,173	0,337	1,885	0,066
	Environment Work	0,439	0,138	0,567	3,173	0,003

From the table above, the regression equation model is:

$$Y = 0.870 + 0.337X_1 + 0,567 X_2$$

From these equations it can be explained that:

- If workload and work environment are assumed to be equal to zero (0), the employee's performance is 0.870.
- If the workload is increased by 100%, it will be followed by an increase in performance of 0.327 or 32.7% assuming other variables do not change.
- If the Work Environment is increased by 100%, it is followed by an increase in performance of 0.439 or 43.9% assuming other variables do not change.

Hypothesis testing

1. Partial Test

The t statistical test was conducted to test whether the independent variable (X) individually has a significant influence or not on the dependent variable (Y).

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Table 3. T test

Model	Unstandardized Coefficients			Standardized Coefficients	t	Say.
				Beta		
1	(Constant)	0,870	2,921		0,298	0,767
	Burden Work	0,327	0,173	0,337	1,885	0,066
	Environment Work	0,439	0,138	0,567	3,173	0,003

From the table above regarding the workload variable (X1) on employee performance (Y) it is obtained t-count 1.885 > t-table 1.682 with a sig probability of 0.000 < 0.05 this indicates that H₀ is rejected H_a is accepted. It can be concluded that workload (X1) has an influence on employee performance (Y) there is a significant influence between workload on employee performance at PT. Indonesian Container Order Masaji.

Work environment (X₂) on employee performance (Y) obtained t-count 3,173 > t_{table} 1.681 with a sig probability of 0.003 < 0.05, this shows that H₀ rejected and H_a accepted. It can be concluded that the work environment (X₂) has an influence on employee performance (Y) there is a significant effect between work environment on employee performance at PT. Indonesian Container Order Masaji

2. Porridge F

The F test was conducted to find out whether the independent (independent) variables jointly have a significant effect or not on the dependent (dependent) variable.

Table 4. F test

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F Say.	
1	Regression	311,58	2	155,79	78,454	.000 ^b
	Residual	9	43	4		
	Total	85,3	45	1,9		
		90		86		
		396,978				

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The F-count value is $78.454 > F\text{-table } 3.21$ with $\text{sig } 0.000 < 0.05$ indicating that H_0 is rejected and H_a is accepted, meaning that workload (X1) and work environment (X2) have a significant effect on employee performance at PT. Indonesian Container Order Masaji.

3. The coefficient of determination

This determination test is to see how far the contribution or percentage of the influence of workload (X1) and work environment (X2) has a positive effect on employee performance (Y), it can be seen from the table through the R Square value below as follows:

Table 5. Test of Determination Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin Watson
1	.886 ^a	0,785	0,775	1,409	2,338

From the calculation results it can be seen that the coefficient of determination obtained is 0.785. This means that 78.5% of the variation in the employee performance variable (Y) is determined by the two independent variables, namely workload (X₁) and work environment (X₂).

DISCUSSION

Effect of workload on employee performance

Workload can be interpreted as a group or number of activities that must be completed within a certain period of time. Workload that is too heavy in an organization or company is often a problem for employee performance. because the workload is too heavy and the work must be done as soon as possible, then this can make almost the average performance of employees unable to run optimally. Workload is the ability (ability, skill) that is owned to solve problems, so that with the ability that is owned, it will be able to function and produce proportionally according to the tasks and functions that are owned (Kurniawan & Prasilowati, 2019). It can be concluded that this study provides evidence that providing workloads that are in accordance with standards will be able to improve employee performance. And vice versa, excessive workload will cause an increased level of fatigue for employees so that employee performance also decreases. And if the workload is too low it will also be detrimental to the company. Employee performance will be maximized if workload indicators are met in a balanced manner such as targets to be achieved, working conditions and work standards. The work targets set must be in accordance with the capabilities of employees. As for making decisions quickly, as well as overcoming unexpected events such as doing extra work outside of the allotted time.

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The influence of the work environment on employee performance

The work environment can be interpreted as a means of supporting the smooth running of the work process, where comfort at work is also very much taken into account in creating a conducive and pleasant working atmosphere for employees so that it can support employee performance in carrying out their work activities. The work environment is also a series of conditions or working environment conditions of an agency which is the place of work for employees who work in that environment. The results of the study (Elizar & Tanjung, 2018) show that the work environment has a positive and significant influence on employee performance, the work environment is all the conditions that surround workers, so that both directly and indirectly can influence them in carrying out assigned tasks. A good and pleasant environment will be able to generate enthusiasm and enthusiasm for work, and vice versa if an unpleasant work environment will reduce enthusiasm and enthusiasm for work. It can be concluded that the condition or condition of the work environment in the company is still not supportive. The condition of the working environment is not comfortable where the work space in the field has a strong odor due to used container washing water so there is no proper disposal. This has an impact on low job satisfaction about the conditions or atmosphere at work. Therefore, it is hoped that the company can improve the working environment conditions so that there is proper disposal of used water for washing containers.

Effect of workload and work environment on employee performance

Workload is one of the factors that influence the level of organizational success, the level of workload will affect the performance of employees in an organization. The work environment is everything or elements that can affect directly or indirectly an organization or company that will have a good or bad impact on employee performance. Employee performance variables can be explained by workload and work environment variables on employee performance and the rest is influenced by other variables not examined. It can be concluded that the decline in employee performance is influenced not only by the work environment but also by workload. Workload that is too excessive will make employees feel pressured in completing each job given, as well as the work environment, if the environment is not conducive and uncomfortable, employees are less enthusiastic about carrying out activities in the company.

CONCLUSION

Based on the results of the conclusions and discussion conducted by the author regarding the effect of Workload and Work Environment on Employee Performance: 1. Workload variables have a significant effect between workload variables on employee performance variables at PT. Indonesian Container Order Masaji. 2. Work environment variables have a significant effect between work environment variables on employee performance variables at PT. Indonesian Container Order Masaji. 3. Workload and work environment variables have a significant effect on employee performance at PT. Indonesian Container Order Masaji.

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