The Influence Workload, Motivation, and Work Environment On Employee Performance In CV. Djayadipa Yogyakarta

Fika Uswatun Khasanah
Management Study Program, Widya Wiwaha College of Economics Yogyakarta
Email: fikauswatunkhasanah@gmail.com

Beta Asteria
Management Study Program, Widya Wiwaha College of Economics Yogyakarta
Email: beta_asteria@stieww.ac.id

Abstract

Performance serves as a measure of an employee's capability to fulfill their duties. This achievement can be affected by both internal and external factors. The purpose of this study is to identify the elements that affect employee performance at CV. Djayadipa, which is influenced by workload, motivation for the job, and the workplace environment. The data collection relied on primary data sources. The analysis utilized methods such as Multiple Linear Regression, Validity, Reliability, Multicollinearity, and Product Moment Correlation. A survey featuring a Likert scale for measurement accompanied by a sample group of 37 participants was employed to gather the information. The sampling approach was executed quantitatively. The results of the study revealed that (1) the Simultaneous Test showed that the performance of employees was affected by the factors of workload, motivation, and the work environment. (2) There was a slight negative impact of workload on employee performance. (3) Work motivation positively and significantly influenced employee performance metrics. (4) The workplace had a negative and minimal effect on employee performance characteristics.
Keywords: *Employee Performance, Workload, Work Motivation, Work Environment*

A. INTRODUCTION

The key factor in reaching business objectives is the workforce. The contributions of individuals who profoundly and actively shape each aspect of employees' needs, aligning them with the aspirations and skills of the organization, are integral to the success of corporate aims. Human resource management can be seen as the administration and application of the available resources for each member of the organization. For companies to meet their goals in an effective and efficient manner, having qualified personnel has become a critical strategic necessity. This necessity stems from the awareness that people are central to all aspects of organizational performance (Asteria, Nurkholis, & Widya, 2021). In an organization, the effectiveness of its staff is vital for evaluating overall success. Effectiveness can be characterized by the outcomes produced by individuals as they carry out their assigned responsibilities to achieve work goals. An employee is likely to excel if they have strong effectiveness, which in turn will yield favorable results at work (Badrianto, Ekhsan, & Mulyati, 2022). Employee effectiveness is a significant component in the organization's success in realizing its objectives, thereby influencing the overall achievements of the business. The word performance derives from the expression job performance or actual performance, which represents the real work done by an individual. Various elements influence an employee's performance, such as cognitive ability, personal skills, age, gender, duration of employment, character traits, feelings, attitudes, convictions, and dedication to their work.

CV. Djayadipa is a company engaged in printing packaging, books and magazines. CV. Djayadipa was established in 2008, CV. Djayadipa is one of the printing companies that has grown and developed in the city of Yogyakarta. CV. Djayadipa is ready to become a partner to fulfill the printing needs of all materials that will be printed on paper. Be it corporates, agencies, institutions, communities or individuals. Besides occupying a representative building that functions as an office as well as a workshop. CV Djayadipa is also located in a strategic and easily accessible location, namely on Jalan Veteran No. 190 Umbulharjo Yogyakarta. To become a company that is able to provide services in one place, CV. Djayadipa strives to equip the latest production equipment according to the needs and developments of the times. CV Djayadipa continues to strive to be the best strategic partner to meet all needs related to printing; packaging, brochures, company profiles, catalogs, annual report books, annual reports, school albums, calendars, and the like.

Employee performance development requires a work environment that is able to contribute to employee tasks (Birman, 2004). Antoni (2008) claims that support through motivation plays a crucial role in enhancing employee engagement to meet management's expected outcomes. As stated by Vanchapo (2020: 1), workload refers to the collection of tasks or processes that an employee is required to execute within a specific timeframe. When an employee manages to finish and adjust to the set of responsibilities given, it does not classify as workload. Conversely, if the employee struggles to accomplish these tasks, they transform into a workload.

The previous discussion suggests that to enhance employee performance, attention must be paid to workload, motivation, and the work environment. Consequently, a research study named "The Influence of Workload, Motivation, and Work Environment on Employee Performance at CV Djayadipa Yogyakarta Printing" was undertaken. The main issue addressed in this study was that low motivation, a non-supportive work environment, and excessive workloads contribute negatively to employee performance. This research aims to evaluate the effect of workload on employee performance at CV Djayadipa, how motivation influences employee performance at CV Djayadipa, and the combined effects of workload, motivation, and the work environment on employee performance at CV Djayadipa.

B. LITERATURE REVIEW

Employee Performance

As stated by Sutrisno (2019, p. 123), how well an employee performs is gauged by their results, which are assessed through factors like quality, the amount produced, duration of work, and the ability to collaborate in achieving the company's goals. Bacal (in Wibowo, 2018, p. 186) highlights that assessing employee performance includes the evaluation and measurement of individual contributions. On the other hand, Mangkunegara (2017, p. 9) points out that employee performance relates to work outcomes, factoring in both the level of quality and quantity an employee delivers while fulfilling their assigned duties according to the specified responsibilities. This indicates that evaluation must take into account not just the volume and standards of work done but also the elements of accountability and appropriateness regarding the assigned tasks.

Workload

According to Hutabarat (2017, p. 104), workload pertains to a collection of tasks that an organization or a person in a specific role must accomplish within a designated timeframe. Therefore, workload is associated with the duties or tasks that individuals or teams are required to perform within a set period. Koesmowidjojo (2017, p. 21) explains that workload is a process to calculate the number of hours required by human resources involved, used, and needed in completing an activity within a certain time. This means that workload is not only related to tasks or work, but also involves resource management and time management. Vanchapo (2020, p. 1) argues that workload is a series of activities that must be carried out by an employee within a certain time limit. If an employee is able to complete and respond well to the various tasks assigned, it is not considered a workload; however, if they are unsuccessful, then the tasks and activities become the workload they face.

Work Motivation

Based on Afandi's opinion (2018, p. 23), motivation is a drive that originates from an individual because of stimulation, support, and enthusiasm for engaging in tasks or jobs earnestly, enjoying the process, and with honesty, in order for the outcomes of the activities performed to yield high quality.Meanwhile, according to Soroso (in Fahmi, 2018, p. 107), motivation can be interpreted as a collection of behaviors that are the basis for individuals to act in a way that focuses on achieving certain clear goals (specific goal/directed way). It is called behavior because a motivated person can only be observed directly from his behavior. A person's konasi mental process will try to bring up an attitude through a certain path which in this context is because it has a motive, after konasi processes the motive, a motivated attitude emerges which will then be shown in real motivated behavior. Based on Winardi's opinion (2018, p. 2), motivation is a product of various processes that occur both within a person and are influenced by external factors, which in turn give rise to enthusiasm and interest in carrying out certain activities.

Work Environment

Sunyoto (2015, p. 38) the work environment is defined as everything that encircles an employee and may influence the execution of their designated tasks. In the same vein, Sukanto and Indryo (2018, p. 151) describe the work environment as all the factors surrounding a staff member that can affect their level of productivity, including aspects related to safety, cleanliness, noise, and illumination. All factors that coexist with an employee and influence their effectiveness are categorized as the work environment. Employees perform their assigned duties while considering elements like the proper use of air conditioning, sufficient light, and others, as noted by Afandi (2018, p. 65). This means that the installation of adequate and bright lighting, utilization of air conditioning systems for better air quality, and additional improvements exemplify a well-regulated work environment.

C. RESEARCH METHOD

The research method employed in this study is quantitative research, which involves the utilization of mathematical (statistical) analysis and objective measurements of sample data collected through surveys, tests, questionnaires, and other research instruments to support or test the hypotheses (temporary assumptions) proposed in the study.This research was conducted at CV Djayadipa, a printing company located at Jalan Veteran No. 190, Umbulharjo, Yogyakarta.

The study's population comprised 37 employees of CV Djayadipa who served as research subjects.Instrument testing was carried out to assess the accuracy and reliability of the measuring instruments utilized in this study with the assistance of SPSS software.The data analysis technique employed in this study utilizes the SPSS program to process and analyze data quantitatively.Descriptive analysis was applied to describe the data obtained, including the research location, data on the respondents studied, and the frequency distribution of each variable. The results of this analysis are expected to provide an overview of the influence of workload, motivation, and work environment on employee performance at CV Djayadipa Yogyakarta.

D. RESULTS AND DISCUSSION
DISCUSSION
Respondents Profile

Table. 1 Responden Profile

Characteristics	Category	Total	Percentage (%)
Gender	Male	30	81,1%
	Female	7	18,9%

Age	18-25 Years	12	32,5%
	26-32 Years	8	21,6%
	33-40 Years	13	35,1%
	>40 Years	4	10,8%
Length of Service	1-5 Years	15	40,6%
	6-10 Years	18	48,6%
	11-15 Years	4	10,8%
	>15 Years	0	0%
Total		37	100%

Source: Data diolah, 2024

A review of the available data reveals that the majority of the employees at CV Djayadipa are male, accounting for 81.1% of the workforce. This is in contrast to the 18.9% female employees, suggesting a gender disparity in the workforce. The composition of employees by gender is indicative of the nature of work in the printing industry, which often demands greater physical strength, potentially explaining the predominance of male employees. However, the presence of female employees remains noteworthy, as they contribute significantly to various aspects of the company's operations.

In terms of age demographics, the majority of employees fall within the 33-40 age range (35.1%), followed by those aged 18-25 (32.5%) and 26-32 (21.6%). Notably, only 10.8% of employees are over 40 years of age. This distribution indicates that the company possesses a relatively youthful workforce, with a preponderance of productive age employees who demonstrate considerable potential for growth and development. Younger employees often bring new energy and skill sets, while more senior employees can contribute to job stability and the transfer of experiential knowledge.

In regard to the duration of employment, the majority of employees have accumulated 6-10 years of work experience (48.6%), while 40.6% of employees have been employed for 1-5 years. A mere 10.8% of employees have accumulated 11-15 years of experience, and there are no employees with more than 15 years of service. This suggests that the company maintains a relatively stable retention rate. However, the significant proportion of employees in the 1-5 year category may also point to ongoing recruitment or the potential for considerable employee turnover.Overall, this distribution reflects a balance between experienced professionals and those who have recently joined, contributing to a balanced work dynamic within the organization.

Data Persentation
Linearity Test
The linearity test is conducted to determine the linear relationship between variables, ensuring that the data follows a straight-line pattern. This analysis is performed at a 5% significance level ($\alpha = 0.05$). If the significance value for linearity exceeds 0.05, the data is considered linear. Conversely, if the value is below 0.05, it indicates that the data does not exhibit linearity. The results of the linearity test are presented in the following tables:

Table. 2 Linearity Test (Workload and Employee Performance)

Source	Sum of Squares	df	Mean Square	F	Sig.
Between Groups (Combined)	69.298	11	6.300	1.177	0.350
Linearity	4.010	1	4.010	0.749	0.395
Deviation from Linearity	65.288	10	6.529	1.220	0.326
Within Groups	133.783	25	5.351	Within Groups	
Total	203.081	36			

Source: data processed, 2024

Table. 3 Linearity Test (Motivation and Employee Performance)

Source	Sum of Squares	df	Mean Square	F	Sig.
Between Groups (Combined)	115.367	9	12.819	3.946	0.003
Linearity	100.090	1	100.090	30.809	0.000
Deviation from Linearity	15.277	8	1.910	0.588	0.779
Within Groups	87.714	27	3.249		
Total	203.081	36			

Source: data processed, 2024

Table. 4 Linearity Test (Work Environment and Employee Performance)

Source	Sum of Squares	df	Mean Square	F	Sig.
Between Groups (Combined)	95.123	12	7.927	1.762	0.115
Linearity	1.174	1	1.174	0.261	0.614
Deviation from Linearity	93.949	11	8.541	1.899	0.092
Within Groups	107.958	24	4.498		
Total	203.081	36			

Source: data processed, 2024

The outcomes of the linearity assessment reveal that the choice is made by evaluating the significant figure (Sig.) against 0.05. The correlation between the workload variable and employee performance reflects a reasonably strong linearity, with a sig. linearity figure of 0.326, which is above 0.05, according to the significant figure (Sig.). Additionally, a noteworthy linear connection exists between the employee performance variable and the motivation variable, as shown by the sig. linearity deviation figure of 0.779, which surpasses 0.05. Additionally, a significant direct correlation exists between the work setting variable and the performance of employees, as demonstrated by the significance level of the linearity deviation at 0.092, which exceeds 0.05.

Multicollinearity Test

The purpose of evaluating multicollinearity is to determine if any connections exist between the independent variables examined in the regression analysis. This evaluation can be conducted through the investigation of variance inflation factor (VIF) and tolerance metrics within the regression framework. When multicollinearity is detected, it may be necessary to eliminate one of the independent variables. A VIF value under 10 and a tolerance value exceeding 0.1 indicate that the regression analysis is free from multicollinearity problems. The findings from the multicollinearity evaluation are presented in the subsequent table 7:

Table 5. Multicollinearity Test

Model		Unstandardized Coefficients		Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF

1	(Constant)	6.137	3.169		1.936	.061		
	Workload	-.009	.102	-.013	-.091	.928	.772	1.295
	Work Motivation	.777	.138	.747	5.638	.000	.843	1.186
	Work Environment	-.122	.118	-.148	-1.031	.310	.717	1.395

Source: data processed, 2024

According to the aforementioned table 7, the findings from the collinearity statistical assessment indicate that the regression model does not encounter issues with multicollinearity. This is evidenced by the tolerance levels of all variables being above 0.01 (10%) and the VIF values for each variable remaining below 10. Such results signify that the variables do not experience the classic assumption of multicollinearity since they fall under the threshold of 10.

Multiple Linear Regression Assessment

The aim of investigating Multiple Linear Regression is to assess if the load variable influences the dependent variable meaningfully. The independent factors including workload (X1), motivation (X2), and work environment (X3) are connected to the dependent variable known as employee performance (Y). The outcomes from the linear regression evaluation are presented in Table 8 below:

Table 6. Multiple Linear Regression Test

		Unstandardized Coefficients		Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	6.137	3.169		1.936	.061
	Workload	-.009	.102	-.013	-.091	.928
	Work Motivation	.777	.138	.747	5.638	.000
	Work Environment	-.122	.118	-.148	-1.031	.310

a. Dependent Variable: Employee Performance

Source: data processed, 2024

Based on table 8, it can be seen the results of the equation as follows: Y = 6.137 (Constant) - 0.009 (Workload) + 0.777 (Motivation) - 0.122 (Work Environment)

Statistical Test of t

The t statistical analysis, also known as the significance test, evaluates the extent to which an independent variable independently influences changes in the dependent variable. This test aims to assess the impact of workload (X1), motivation (X2), and work environment (X3) on employee performance (Y) at CV Djayadipa. The t-test serves as an independent hypothesis examination tool to determine both partial and dominant effects. To determine whether to accept or reject the hypothesis, the significance value (Sig.) is compared to a threshold of 0.05. If the significance value is less than 0.05, the variable has a significant effect. Conversely, if the significance value is greater than 0.05, the variable does not have a significant effect.

Table 7. t-Test

Model		Unstandardized Coefficients		Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	6.137	3.169		1.936	.061
	Workload	-.009	.102	-.013	-.091	.928
	Work Motivation	.777	.138	.747	5.638	.000
	Work Environment	-.122	.118	-.148	-1.031	.310

a. Dependent Variable: Employee Performance
Source: data processed, 2024

The t-test results indicate that workload has a significance value of 0.928, which is greater than 0.05. As a result, we reject the alternative hypothesis (Ha) and accept the null hypothesis (H_0), meaning that workload does not have a significant effect on employee performance. Meanwhile, motivation has a significance value of 0.000, which is below 0.05. This leads to the acceptance of Ha and rejection of H_0, indicating that motivation has a significant and positive effect on employee performance. Lastly, the work environment variable has a significance value of 0.310, which exceeds 0.05, leading to the rejection of Ha and acceptance of H_0. This suggests that the work environment does not have a significant effect on employee performance.

Based on these findings, it can be concluded that among the three independent variables examined, only motivation has a significant and positive impact on employee performance. In contrast, workload and work environment do not show a significant influence on employee performance at CV Djayadipa.

Discussion
Impact of Workload on Performance
The findings from this research suggest that the assumption claiming "Workload significantly affects Employee Performance" is unfounded. Hence, it can be determined that Workload does not substantially influence Employee Performance.
This conclusion goes against earlier studies conducted by Abimanyu Aditya Putra and Nur Laily (2019) titled "The Effect of Workload, Work Environment, and Motivation on Employee Performance at PT. Para Bathara Surya." In that research, it was asserted that workload plays a considerable role in impacting employee performance.

Impact of Work Motivation on Performance
Based on the findings derived from this study, it can be concluded that the claim stating "Work Motivation has a significant impact on Employee Performance" is supported. Therefore, it is correct to assert that Work Motivation plays a crucial role in influencing Employee Performance.
The findings of this study correspond with previous research conducted by Priatna Dwiyansah and Beta Asteria (2021) under the title "Analysis of the Effect of Motivation and Work Discipline on Outsourcing Employee Performance."
This research indicated that workplace motivation positively and significantly affects the performance of employees at the Yogyakarta Branch of PT SJS.

Impact of Work Environment on Performance
From the results obtained in this study, it can be concluded that the statement claiming "The Work Environment greatly influences Employee Performance" is rejected. Therefore, it can be stated that the Work Environment does not have a significant effect on Employee Performance.
The results of this investigation contradict the previous study conducted by Sri Wahyuningsih and Catur Sasi Kirono (2023), which was titled "The Effect of Work Motivation, Work, and Work Environment on Employee Performance in Bekasi Companies."
The conclusions drawn from their research suggest that the workplace has a notable effect on employee performance.

Impact of Workload, Work Motivation, and Working Conditions on Employee Performance

The results from the hypothesis assessment and the multiple linear regression evaluation conducted in this study indicate an Fcount value of 11.515, which is greater than the Ftable value of 2.892. This implies that the elements of workload, motivation, and the work setting together influence employee performance at CV Djayadipa Yogyakarta.

This outcome aligns with previous research, such as that conducted by Mardiyana and Rahmat Hidayat (2024), titled "The Effect of Workload, Motivation, and Work Environment on Employee Performance in the Production Division of PT Sasa Inti Cikarang." This research highlights a notable collective impact of the three independent factors: workload, motivation, and work environment, on the dependent variable, which is employee performance.

E. CONCLUSION AND SUGGESTION

Conclusion

This research intends to gather tangible proof concerning how Workload, Work Motivation, and Work Environment influence Employee Performance at CV Djayadipa Yogyakarta, with a participant group of 37 individuals. The evaluation for this research was carried out with SPSS version 24. Following a review and discussions on different linear regression methods and the assessment of basic assumptions, the findings were as follows: The findings from the hypothesis examination indicate that the Workload alone does not significantly or positively influence Employee Performance at CV Djayadipa Yogyakarta. The findings from the hypothesis examination indicate that Work Motivation, on its own, has a beneficial and substantial impact on Employee Performance at CV Djayadipa Yogyakart. The findings from the hypothesis examination reveal that the Work Environment, when considered alone, does not negatively or significantly impact Employee Performance at CV Djayadipa Yogyakarta. The findings from the hypothesis examination suggest that when combined, Workload, Work Motivation, and Work Environment exert a positive and significant influence on Employee Performance at CV Djayadipa Yogyakarta.

Suggestion

Based on the findings of this research, the writer offers these suggestions: To CV Djayadipa Yogyakarta to further increase motivation for their employees. For upcoming studies, it is suggested to broaden the range by incorporating additional factors that might influence employee performance which were not addressed in this research, allowing the findings to more accurately represent real-world situations over an extended timeframe.

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