

ABSTRAK

Penilitian ini bertujuan untuk menganalisi pengaruh beban kerja, motivasi kerja dan kepuasan kerja terhadap kinerja karyawan. Populasi dalam penelitian ini adalah seluruh karyawan PT. Depo Global Indonesia yang berjumlah 56 responden. Sampel yang digunakan berjumlah 56 responden. Metode pengambilan sampel menggunakan sampel jenuh. Metode pengumpulan data dilakukan melalui kuesioner dan dilaksanakan pada 20 responden PT. Depo Global Indonesia. Metode Analisis Data menggunakan *Variance Based Structural Equation Modeling Partial Least Square*. Hasil penelitian ini membuktikan bahwa Beban Kerja tidak berpengaruh signifikan terhadap kinerja karyawan. Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Kepuasan kerja tidak berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci : Beban kerja, Motivasi kerja, Kepuasan kerja dan Kinerja karyawan



ABSTRACT

This study aims to analyze the effect workload, work motivation, and job satisfaction on employee performance at PT. Depo Global Indonesia. Population in this research were employees PT. Depo Global Indonesia totaling 56 respondents. The sample used is 56 respondents. The sampling method uses saturated samples. Data collection methods were carried out through questionnaires and carried out on 20 respondents PT. Depo Global Indonesia. Data Analysis Method uses Partial Least Square Variance Based Structural Equation Modeling. The results of this study prove that workload does not significantly influence on employee performance. Work motivation justice has a negative and significant influence on employee performance. Job satisfaction does not have a significant effect on employee performance.

Keywords: Workload, work motivation, Job Satisfaction, and employee performance

