

## ABSTRACT

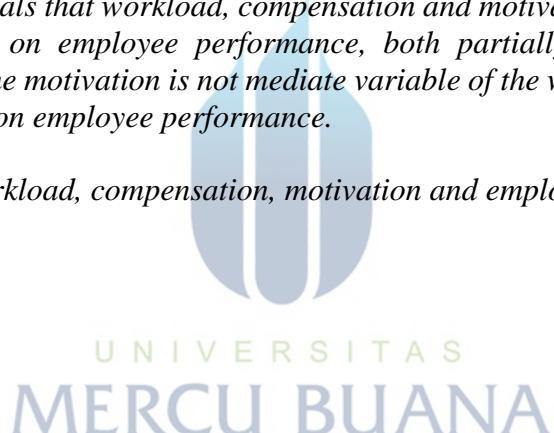
*The purpose of this study is to understand and explain the effect of workload and compensation on motivation and its implications on employee performance of the Directorate General of Postal Devices and Resource and Informatics (Directorate General SDPPI), Ministry of Communication and Informatics, Republic of Indonesia.*

*The research method used a quantitative approach, which the population in this study was 1255 employees of the Directorate General SDPPI. Sample selection was done by simple random sampling technique (Slovin 10% error tolerance) so that 95 respondents were determined.*

*Data collection techniques using interview and questionnaire. The questionnaire survey instrument was delivered randomly to employees of the Directorate General SDPPI. Data were analyzed by using structural equation model (SEM) with the Smart PLS3.0 software program.*

*This study reveals that workload, compensation and motivation have a significant positive effect on employee performance, both partially and simultaneously. Besides that, the motivation is not mediate variable of the workload variables and compensation on employee performance.*

**Keywords:** workload, compensation, motivation and employee performance.



## ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui dan menjelaskan pengaruh beban kerja dan kompensasi terhadap motivasi serta implikasinya terhadap kinerja pegawai Direktorat Jenderal Sumber Daya Perangkat Pos dan Informatika (Ditjen SDPPI), Kementerian Komunikasi dan Informatika, Republik Indonesia.

Metode penelitian menggunakan pendekatan kuantitatif , yang menjadi populasi dalam penelitian ini adalah 1255 Pegawai Ditjen SDPPI. Pemilihan sampel dilakukan dengan teknik *simple random sampling (slovin 10% error tolerance)* sehingga ditentukan sebanyak 95 responden.

Teknik pengumpulan data menggunakan wawancara dan instrument kuesioner. Instrumen survei kuesioner disampaikan secara acak kepada pegawai Ditjen SDPPI. Data dianalisis menggunakan model persamaan struktural (SEM) dengan program software Smart PLS3.0.

Penelitian ini mengungkapkan bahwa beban kerja, kompensasi dan motivasi berpengaruh positif signifikan terhadap kinerja pegawai, baik secara parsial maupun simultan. Disamping itu, variabel motivasi tidak memediasi variabel beban kerja dan kompensasi terhadap kinerja pegawai.

**Kata kunci:** beban kerja , kompensasi , motivasi dan kinerja pegawai

