

The Influence of Workload and Motivation on the Performance of Employees of the Rakat Mufakat Village Bumdes in Tanah Bumbu Regency

Usman¹, Irawanto^{2*}, Rizalul Gadi³, Jamili⁴, Muhammad Mochtar Mandala Silam⁵, Akhmad Riduan⁶

STIA Bina Banua Banjarmasin, South Kalimantan, Indonesia

Corresponding Author: Irawanto irawanto67@gmail.com

ARTICLE INFO

Keywords: Effect of Workload, Motivation, Performance, BUMDes

Received : 05, March

Revised : 10, April

Accepted: 15, May

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ABSTRACT

This study aims to analyze the effect of workload and motivation on employee performance at BUMDes of the people of Sebanban Baru village, Tanah bumbu Regency. This multiple linear regression equation is $Y = a + b_1 x_1 + b_2 x_2 + e$. The conclusion of this study is the regression equation $Y = 17,870 + 399 x_1 + 413x_2$ And the t test results show that workload and motivation have a significant effect on the performance of BUMDes Rakat Mufakat employees. Which is shown t count $X_1 = 911 < t$ table 2.052. It is proven that the null hypothesis (H_0). Which states that workload variables affect employee performance at BUMDes Rakat Mufakat.

While t count $X_2 = 2.402 > 2.052$ which states that motivation has a significant effect on employee performance. As for the f test, the calculation result of f count is 6,919 with a significance level of 0.04 which is smaller than 0.05, which means that simultaneously the effect between variable X and variable Y the amount of influence given by workload and motivation on the performance of BUMDes Rakat Mufakat employees is 33.9% and the remaining 66.1% is explained by other variables not examined in this study.

INTRODUCTION

The achievement of the goals of each company depends on the quality of human resources owned and supported by several other production factors. This cannot be separated from the role of leaders with participatory leadership and transparency in working with employees to realize organizational or company goals.

Human resources as one of the elements that determine the success of the company on the other hand is also a creature that has certain thoughts, feelings, needs, and expectations. This requires special attention because these factors will affect achievement, dedication and loyalty and love for work and the company. BUMDes Rakat Mufakat is a company engaged in the transportation services of coal transportation services, basecourse stone transportation, clean water transportation and palm fruit transportation.

This company is located in Sebamban Baru Village, Sungai Loban Subdistrict, Tanah Bumbu Regency, the success of this company is of course triggered by reliable company management accompanied by a satisfactory motivational foundation for employees in order to get good employee performance to face the problems that occur in Village-Owned Enterprises (BUMDes) Rakat Mufakat in these services, then employees must have an emphasis that is expected to be able to carry the workload so that they can complete their duties according to the company's target to face these challenges, BUMDes Rakat Mufakat as one of the drivers of the village economy needs to evaluate the performance of its employees so that they are able to carry out their duties on time.

BUMDes Rakat Mufakat is a village business entity that holds responsibility for the village, of course the workload is quite heavy. There are employees who have not been able to complete the work within a certain time because it does not match the volume of work. With this working time, this is the problem that must be faced. According to Munandar (2001), workload is a situation where workers are faced with tasks that must be completed at a certain time from this description, it can be said that BUMDes Rakat Mufakat employees have a high workload.

An employee will be able to work if the workload matches the pollution of the work with the time to work. If on the contrary, the working time does not match the volume of work, then the employee's performance level will decrease. Employees will even look for another job or move to another company to find another job that suits their workload. In addition to workload, of course, BUMDes Rakat Mufakat employees also need motivation in working to provide employee attention by providing good motivation will improve performance, dedication and loyalty, and are expected to work well.

According to Wibowo (2014: 323) Motivation is an impetus for a series of human behavior processes to achieve goals. While the elements contained in motivation include elements of arousing, directing, maintaining, showing intensity, being continuous and the existence of goals. According to Stephen P. Robbin (2003: 156) states motivation as a process that causes the intensity of direction and continuous effort of individuals to achieve goals.

One of the problems that researchers face in the field is the lack of work motivation so that what the company is targeting is less than optimal and even does not reach the target by motivating the company wants employees to get satisfaction at work which is an achievement of performance that will give employee characteristics. on his individual achievements which in turn will also be seen as an increase in work results. With good motivation, the performance of employees will spur enthusiasm and creativity at work so that they can show work performance which will ultimately improve good performance.

According to Denisi and Pritchard in Wibowo (2014: 9) Performance is a broad set of activities shown to improve worker performance. Performance is a potential that must be possessed by every employee who works at BUMDes Rakat Mufakat. The performance of employees at BUMDes Rakat Mufakat still lacks motivation, enthusiasm and creativity in work. Performance is the answer to whether or not the company's goals have been set. Factors that influence employee performance include providing motivation to improve employee performance. This can make human resources efficient and more effective. An employee will further improve his performance if his motivation and workload are in accordance with what employees expect and will make company goals and employee needs will be met or achieved. Vice versa, if the motivation and workload of employees are not as expected, the level of employee performance will decrease. Even employees will look for another job or move to work for another company to find a new job to meet satisfaction and a higher level of income to realize individual or family welfare.

Based on the background of the problem at BUMDes Rakat Mufakat, the problem in this company is related to an indication of declining employee performance which is indicated by not achieving the BUMDes Rakat Mufakat target, the company is trying and trying to determine how efforts are made by BUMDes Rakat Mufakat in order to improve employee performance. Therefore, in a company that develops and maintains its existence, the company needs to improve employee performance by motivating employees and adjusting employee workloads.

THEORETICAL REVIEW

Sri Rahayu Muhammad, Adolfina, Genita Lumintang (2016) The effect of work environment, compensation and workload on employee performance at the Manado city regional revenue office. The results showed (1) the work environment affects employee performance. This means that the first hypothesis which states that the work environment affects employee performance is accepted or proven. (2) Compensation affects employee performance. This means that, the second hypothesis which states that compensation affects employee performance is accepted or proven. (3) Workload affects employee performance. This means that the third hypothesis which states that workload affects employee performance is accepted or proven. (4) works environment, compensation and workload simultaneously affect employee performance.

Siti Noor Jannah (2012) examines the effect of workload and placement on employee performance at the national unity agency, protection and empowerment of society/women and family planning of Tanah bumbu Regency. The results showed that partially the effect of workload and placement on employee performance was significant or real and convincing. This shows that the hypothesis which states that there is a significant influence of each variable, namely workload and placement on employee performance, is proven to be true.

Jouvita Victoria pattynama (2016) in a study entitled the effect of work motivation, work discipline and leadership on employee performance at the library agency of North Sulawesi Province that the results of the study showed that discipline motivation and leadership had an effect on work performance.

Fakhriawati (2016) The effect of workload compensation on employee performance at the Population and Civil Registration Office of Banjarmasin City. The results showed that there was a positive and significant influence between workload and motivation on employee performance at the Population and Civil Registration Office of Banjarmasin City.

Workload

According to Irwandi (2006), workload is the average frequency of activity for each job during a certain period. While the workload in Kepmenpan No. 75 of 2004 is a set of work assignments or target results to be achieved in a certain time unit. Meanwhile, the definition of workload in Permendagri No. 12 of 2008, workload is the amount of work that must be done by a position or organizational unit and is the product of the amount of work and timenorms.

Workload measurement is defined as a method to obtain information about the efficiency and effectiveness of the work of organizational units or position holders, collected systematically using job analysis methods, workload analysis methods, or other management methods. It was further stated that the measurement of workload is one way for management to obtain information about work through a process of research and analysis carried out by analysis.

Position information is intended to be used as a tool to improve apparatus in the field of institutional, management and human resources. Calculation of workload can be seen from three aspects, namely physical, mental and use of time. The physical aspect includes workload based on human physical criteria. Mental aspect - load calculation, taking into account the mental (psychological) aspect. While the aspect of using time is more about the aspect of using time for work (Marizki, 2014).

The metrics used to measure workload are taken from Arika (2011) are: (1) Physical tasks (attitude towards work) This metric is measured based on respondents' responses to employee morale; (2) mental tasks (responsibility, job complexity, employee emotions, etc.). This indicator is measured from the respondents' answers on what responsibilities are assigned to employees; (3) Employee working hours and rest periods. This indicator is measured based on the respondents' answers about the working and rest time provided by the company. Shift work This indicator is measured based on the respondents' responses to the shift work schedule provided by employees; (4) Delegation of

duties and authorities. This indicator is measured by the respondent's reaction to the authority and responsibility given to the company; (5) Somatic factors (health status) This indicator is measured from respondents' answers to whether there is health insurance at the company; (6) Psychological factors (motivation, perceptions, beliefs, desires, etc.) This indicator is measured based on respondents' responses to the motivation provided by the company.

While the factors that can affect workload, said Prikhatini (2007) argues that workload is influenced by the following factors: external factors, namely loads that come from outside the worker's body, and internal factors that come from within the body as a result of response to external loads. The workload metrics in this study will be measured by the following metrics (Hart and Staveland in Astianto, 2014): Task requirements; Effort or energy (effort); and Performance.

Motivation

Motivation comes from the Latin word "movere" which means "encouragement or driving force". This motivation is given to humans, especially to subordinates or followers. As for work, it is a number of physical and mental activities to do something work. Below is a breakdown of what is known as the hierarchy of needs theory. As Abraham Maslow's needs theory quoted in Saputra et al. (2018 : 189). Indicators of work motivation based on this theory can be described as follows: 1) Physiological need; 2) Safety need; 3) Social need; 4) Esteem need; 5) Self actualization need (Saputra et al., 2018). Motivation according to Sutrisno (2013: 109) suggests motivation is a factor that encourages someone to do a certain activity, motivation is often interpreted as a factor driving a person's behavior. According to Mangkunegara (2014: 61), motivation is a condition or energy that moves employees who are directed or directed to achieve the company's organizational goals (Widarto, Irawanto, Riky Welli Saputra, & Risda Hayaty, 2022).

Terry in Serdamayanti (2014: 233) suggests that motivation is the desire contained in an individual that stimulates him to take action. Then Sutrisno (2016: 110) states that motivation is something that gives rise to a person's work urge to achieve maximum performance. From some of the definitions above, it can be concluded that motivation is an impulse that moves someone to participate in achieving the goals set by the company. Every human being has several needs that demand to be satisfied. In general, motivation is said to be a need that drives actions towards certain goals (Anoraga, 2013: 34). A need for employees will be a force that attracts them to act to achieve the desired goal. The following is a picture of the motivational process as a driver of individual behavior (Widarto et al., 2022).

Motivation theory is understood so that leaders can identify what motivates employees to work, the relationship between work behavior and motivation, and why employees have high achievements. The theory of motivation in this study is based on the theory of achievement (Achievement Theory). Prof. DR. David C. McClelland (Mangkunegara, 2006: 110) an

American psychologist from Harvard University, in his theory of motivation suggests that a person's productivity is largely determined by the mental virus that exists in him. Dimensions and indicators of motivation as a study conducted by David McClelland with achievement motivation theory in Sutrisno (2016: 128) explain motivation is a condition that encourages a person to achieve maximum achievement. According to this achievement theory, three basic components can be used to motivate people to work, namely the need for: Need for achievement; Need affiliation; Need power (Widarto et al., 2022).

Performance

Fippo, Edwin in Principle of Personal Management translated by Mayo (2004: 83) performance is a person's success in carrying out a job. In government agencies, performance can be assessed from what has been done by an employee in carrying out his main duties and functions, work ability, level of initiative, quality of work, quantity of work, timeliness in carrying out work.

Suprihanto in Srimulyono (1999: 33) states that the performance or work performance of an employee is basically the work of an employee during a certain period compared to possible standards, targets / goals or performance that has been agreed upon.

Simanjuntak (2005:1) defines that performance is the level of achievement of one's work results from the targets that must be achieved or the tasks that must be carried out within a certain time. Performance is a result of an employee's work in carrying out the completion of the work assigned according to the provisions of time and quality of work. Teacher performance is the level of success of a person in carrying out his job.

The dimensions of individual performance according to Gery Dessler translated by Budi Suprianto (1998: 98) is a measure of the assessment of the actual behavior placed on the job which includes: (1) Quality of output; (2) Quantity of output; (3) Time out work; (4) Conversation; (5) Supervision.

There are several factors that affect employee performance, namely job specifications, job goals and mechanisms, feedback mechanisms⁵, internal employee factors and so on.

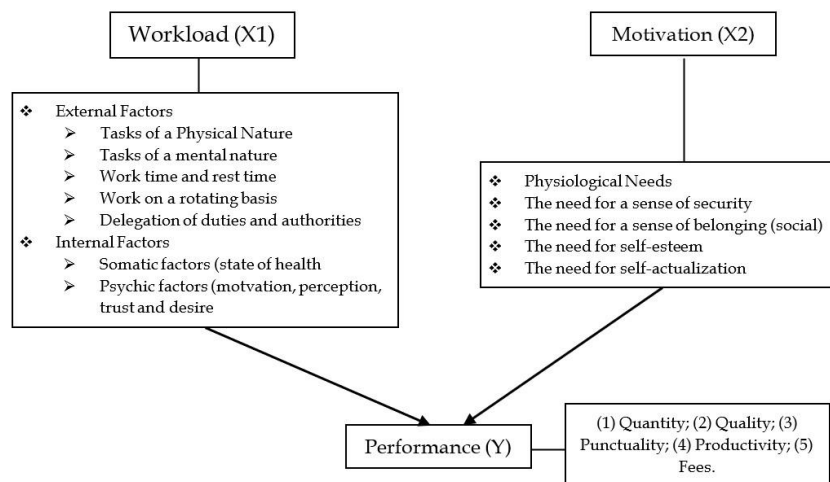
Furthermore, Gery Dessler translated by Budi Suprianto (1998; 101) revealed that performance appraisal consists of three steps, namely: (1) Defining work, which ensures that leaders and subordinates agree on the tasks and standards of their positions; (2) Assessing performance, which compares employees' actual performance with predetermined standards which include several types of assessment forms; (3) Providing feedback, with the aim that the feedback obtained will enable employees to improve their competence to be even better and know the goals that the organization wants to achieve.

In this sense, the important aspects of performance appraisal are observation and action. Observation is the activity of the assessor and action is the activity of the assessed.

Framework

The process of providing motivation and adjusting the workload carried out by the company to their employees is expected to be able to increase

productivity and complete work on time. And in the end, the accumulation of providing motivation and adjusting the workload of employees will indicate an increase in productivity and performance of company employees. From this brief description, the authors describe the framework that will be used as a guide in this study. In this writing, the factors that have an influence on employee performance are the provision of motivation and workload. Motivation and workload are also an effort to achieve organizational or company goals. Increased employee performance will certainly achieve quality work results. Wang titas utilization of time and good cooperation from employees in carrying out the tasks assigned to him. Thus, the process of providing motivation and workload to employees is a factor in improving employee performance. Based on this description, the following framework can be made:



METHODOLOGY

This study uses a quantitative approach method which is presented based on calculation data between workload and motivation on employee performance. The entire population in this study was taken as a sample of 30 people with data collection techniques in the form of questionnaires, observation and documentation. Data analysis in this study was assisted by SPSS software version 23.0 for Windows with validity and reliability test steps, classical assumption tests, and multiple linear regression estimation tests.

RESULTS

The results of multiple linear regression analysis can be seen in the following table:

Table 1. Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	R	R Square	Adjusted R Square	F	Sig.
	B	Std. Error	Beta							
<hr/>										

	(Constant)	17.870	11.994	1.490	.148						
1	Work Load (X1)	.399	.439	.175	.911	.370	0,582	0,339	0,290	6,919	0,004
	Motivation (X2)	.413	.172	.462	2.402	.023					

a Dependent Variable: Kinerja Y

Based on the table above, the multiple regression analysis equation can be obtained as follows: $Y = 17.870 + 0.339 X1 + 0.413 X2 + e$ It can be seen in the table above that the t-count of the workload variable X1 is 911 and the motivation variable X2 is 2.402, while the t-table value is sought at $\alpha = 5\%: 2 = 2.5\%$ (Priyatno, 2010: 59) two-sided test with degrees of freedom (df) $n-k-1$ or $30-2-1 = 27$ ("n" is the number of cases and "k" is the number of independent variables). With a two-sided test (significance = 0.025) the results obtained for the t-table are 2.052, if the two numbers are compared then it appears that the t-count of workload X1 is smaller than the t-table or $t\text{-count} = 911 < 2.052$. this means that the independent variable X1 has an effect at the 5% test level.

While X2 motivation is smaller than the t-table or $t\text{-count} = 2.402 < 2.052$, this means that the X2 variable has a significant effect at the 5% test level.

Furthermore, the f test which is used to determine the simultaneous influence between variable X and variable Y, based on the partial hypothesis testing table (f test) in this study, it can be seen that the results of the calculation of f count are 6,919 with a significance level of 0.04 which is smaller than (0.04 < 0.05) which means that simultaneously the effect between variable X and variable Y.

The last hypothesis testing stage in multiple linear regression analysis is to find the coefficient of determination. The results of the determination test (R^2) can be seen from the coefficient of determination in the following table:

Table 2. Determination Test Results (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.582 ^a	.339	.290	8.94286	.132	6.919	2	27	.004 ^a	2.138

a. Predictors: (Constant), Motivation (X2), Workload (X1)

b. Dependent Variable: Performance (Y)

Based on table 2 above, the R^2 (R Square) number is 0.339 or 33.9%. This shows that the percentage contribution of the influence of workload and motivation on the performance of BUMDes Rakat Mufakat employees is 33.9%, while the remaining 66.1% is explained or influenced by other variables that are not examined and provide opportunities for future researchers.

This study shows that workload and motivation simultaneously affect employee performance. These results when compared with previous research conducted by Sri Rahayu Muhammad (2016) on the effect of work environment, compensation and workload on employee performance at the Manado city

regional revenue office. The study shows that the work environment, compensation and motivation affect employee performance on these independent variables have in common with researchers on independent variables, namely on the motivation variable.

Research conducted by Siti Noor Jannah (2012) on the effect of workload and placement on employee performance at the national unity agency, protection and empowerment / women and family planning of Tanah bumbu Regency. The study shows that workload and placement partially and simultaneously influence employee performance. While researchers only simultaneously affect the independent variables that have in common on the workload variable.

Research conducted by Jouvita Victoria pattynama (2016) on the effect of work motivation, work discipline and leadership on employee performance at the North Sulawesi Provincial library agency. The study shows that work motivation, work discipline and leadership have a significant effect on employee performance. The study has 3 independent variables, while the researchers only have 2 independent variables and have similarities in the motivation variable.

Research conducted by Fakhriawati (2016) on the effect of workload and compensation on employee performance at the Population and Civil Registration Office of Banjarmasin City. The study shows that workload and compensation affect employee performance in accordance with what researchers do, but not partially. The independent variables have similarities in the workload variable.

Stephen P. Robins (2003: 156) in Wibowo (2016: 322) states that motivation is a process that causes intensity, direction and continuous effort of individuals in achieving goals. Intensity shows an effort, but high intensity is unlikely to lead to good work results unless the effort is made in a direction that benefits the organization. Therefore, the quality of effort as well as its intensity must be considered. Motivation has a continuous effort dimension, motivation is a measure of how long a person can maintain their effort. Motivated individuals will carry out tasks long enough to achieve their goals.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of research and analysis that has been carried out on employees of BUMDes Rakat Mufakat, Sebambar Baru Village, several things can be stated which are the conclusions of this study, namely: First, the hypothesis states that partially workload X1 affects performance on BUMDes Rakat Mufakat employees. This is because the workload felt by employees in working hours at night is heavier than working hours during the day because of a full night of work to make the effect of sleepiness and health problems due to night weather. Second, as for motivation X2 has a significant partial effect on employee performance at BUMDes Rakat Mufakat. This of course has a significant effect because the company meets the needs of employees if the provisions and wishes of the company are met.

Based on the research that has been done and the conclusions, the suggestions that can be given in this study are: First, the company must pay attention to the health of employees by conducting periodic health checks so that the body's endurance is always healthy and maintained at work, especially at night. Second, the company must also provide incentives in the form of snacks or canned drinks as an energy booster and sleepy remover to employees who work at night. The author also has limitations in this study. Therefore, further research is needed on the effect of workload and motivation on performance in local government employees who agree to mufakat in Sebambar Baru Village so that it can be input for future policy making.

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