

ABSTRACT

The purpose of this study was to determine and analyze how the level of work, incentives, and non-physical work environment on the performance of the employees of the Social Service of Majalengka Regency, and the amount of workload partially and simultaneously on the performance of the employees of the Social Service of Majalengka Regency.

This study uses quantitative methods and descriptive analysis as well as multiple regression analysis using SPSS 26. The sampling technique used is a saturated sample, namely all 33 employees of the Majalengka Regency Social Service.

The results of the analysis showed that the workload, incentives, non-physical work environment, and employee performance increased in the very good category. Partially, the workload and incentives have a significant effect while the non-physical work environment has no significant effect on the performance of the employees of the Majalengka Regency Social Service. Simultaneously workload, incentives, and non-physical work environment affect the performance of the employees of the Majalengka Regency Social Service. The magnitude of the influence of workload, incentives, and non-physical work environment is 75.2% while the remaining 24.8% is influenced by other variables not examined in this study.

Keywords: Workload, Incentives, Employee Performance, Non-Physical Work Environment