ABSTRACT

Companies have vital assets, including human resources, that can lead to business success and efficiency. The best employee performance and efforts are produced by superior human resources. Workload and employee motivation both have an impact on how well employees perform.

This study refers to the incident at PT. PLN (Persero) UID Riau and Riau Islands UP3 Tanjungpinang, the purpose of this study is to identify the factors that influence workload and employee motivation.

The questionnaire was used as a primary data collection instrument for the quantitative research approach used in this study. PT employees PLN (Persero) UID Riau and UP3 Riau Islands Tanjungpinang, namely the study population. Because the entire population is taken as a sample of 199 workers, so the non-probability sampling with a saturated sample approach is the sampling strategy used.

Descriptive analysis, validity test, reliability test, and hypothesis testing using the SEM-PLS Structural Equation Modeling using the Smartpls 3 version which assesses all variables in the questionnaire. The results show that workload has an effect but not significantly on employee performance. And the results show that motivation has a significant effect on employee performance.

The results of this study are expected to be taken into consideration for PT. PLN (Persero) UID Riau and Riau Islands UP3 Tanjungpinang to improve human resources that have been owned, especially in workload, motivation and employee performance.

Keywords: Employee Performance, Workload, Work Motivation