

ABSTRACT

This study was conducted to determine how work motivation and workload affect the performance of UPTD Puskesmas Cibereum employees in Tasikmalaya City.

The method used in this research is a quantitative analysis method. The sampling method used is to use a saturated sample of all employees of the UPTD Puskesmas Cibereum Tasikmalaya City, totaling 70 employees. The analysis techniques used in this research are descriptive analysis and multiple linear regression analysis.

Based on the results of the study, it shows that work motivation is 78.74% in the good category, workload is 81.42% in the good category, and employee performance is 83.30% in the good category. The results of this study also show that partially work motivation has a negative but significant effect with a calculated T value of 0.1333 smaller than the t table of 1.996 and a significance value of 0.894. Workload has a positive and significant effect on employee performance as shown by t count 7.458 greater than t table 1.996 and a significance value of 0.000. Simultaneously, work motivation and workload have a positive and significant effect on employee performance with a calculated f value of 34.881 greater than the f table of 1.85 with a significance of 0.000.

The conclusion of the results of this study indicate that work motivation, workload, and employee performance at UPTD Puskesmas Cibereum Tasikmalaya City all have a good category. Partially, work motivation has a significant effect and workload has no significant effect on employee performance and simultaneously work motivation and workload have a simultaneous and significant effect on employee performance.

Keywords: *motivation, workload, employee performance*