



THE EFFECT OF WORK OVERLOAD AND THE WORK ENVIRONMENT PERFORMANCE EMPLOYEE IN PT TAKABEYA PERKASA GROUP

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Abstract

The aim of this research is to determine the effect of work overload and work environment on employee performance at PT Takabeya Mighty Group. This research is quantitative research with a total of 63 respondents and the sampling technique uses the Slovin formula because the population is more than 100. The data collection technique is carried out by distributing questionnaires. The analysis technique used in the research uses multiple linear regression analysis with the help of SPSS version 25 for Windows. The results of this research shows that partially the work overload does not have a significant effect on employee performance with a regression coefficient of $= 0.619 < 2.0003$. the work environment has a positive and significant effect on employee performance with a coefficient of $= 4.133 > 2.0003$.

Keywords: *Work Overload, Work Environment, Employee Performance*

INTRODUCTION

Globalization is a process of international integration that occurs due to the exchange of world views, products, thoughts and other cultural aspects. One of the reasons for globalization is the tendency for everything to influence the world economy. The current era of globalization very clearly shows the relationships and dependencies between nations and between people throughout the world. With globalization, economic development has become very fast and demands the readiness and ability of business actors to follow economic developments as a result of the globalization of the world economy.

To overcome this, superior and competent human resources are needed in their fields. Human resources in this case are employees who work for the company and care about the realization of the company's vision, mission, goals and objectives so that the company can determine the direction the company wants to achieve. Thus, human resources are an asset of a company, because human resources have a very big influence on the development of the company.

Overtime work is often carried out by companies to achieve work targets that have been determined for certain production. By working overtime financially, employees will get more compensation or additional income, but on the other hand, overtime work will increase the workload. Apart from that, improving employee performance is of great concern in all areas of work, in the construction industry or contractor companies, employee performance is always closely monitored and must work according to work targets and work contracts which are the responsibility of the company.

Success Achieving performance does not only depend on the work environment but also must supported the abilities and skills of employees, employee work motivation and a conducive work environment, all of which support the achievement of the company's expected performance. Working environmental conditions are not yet complete adequate like the air conditioner often doesn't work, the office layout is poor Still less so that it has an impact on work results. Therefore, we need an enlightening work program that is useful for the company to achieve the desired goals. With the several problems stated above, these are several factors that can influence employee performance and if left unchecked will have a negative impact to work achieved.

LITERATURE REVIEW

Understanding Work Overload

Work Overload comes from language English that is *work* means Work or significant tasks and *overloads* more or excessive . so linguistic meaning of *work overload* that is work or excessive work . *Work Overload* is situation Where employee own a lot demands work in One necessary time resolved with brackets little time . According to Sartini et al , (2017) stated opinion that burden excessive work can make employee experience fatigue consequence exists imbalance , gap or discrepancy between demands tasks and available time For finish work , advantages burden work (*work Overload*) , authority role , conflict role , and lack thereof support Work give contribution to stress Work .

Understanding the Work Environment

Environment Work is almost place every day employee come For carry out duties and responsibilities the answer is , the environment good work will bring influence positive for employee so that employee will feel comfortable in work , on the contrary environment less work conducive will influence employee performance so that his job disturbed and less than optimal. According to (Sedarmayanti , 2013:233), the environment Work is a place Where inside it there are several facilities supporter to achieve goals company in accordance with vision and mission company .

Understanding Performance

Performance is something that employees have in using available resources to obtain satisfactory work results both qualitatively and quantitatively in accordance with what is assigned to them. Good performance is performance that follows the rules or standards set by the company. Performance in an organization is a response to the success or failure of organizational goals that have been set. If employees carry out work processes correctly, their performance will improve. According to Siagian, employee performance in Fachrezi Hakim and Hazmanan Khair (2020:109) explains that the definition of employee performance is "A work result achieved during a certain time" .

Conceptual Framework

According to Sugiono (2017:60), framework think is a conceptual model about How theory relate with various factors that have identified as an important issue , Framework think This intended For can explain perceptions or relatedness between variables that will researched . Following is picture framework think in this research . Whereas with environment related work facet physique and condition environment related work facet psychic . Condition environment related work facet physique is all something related facet physical environment Work . Whereas environment non- physical work is environment work that doesn't can arrested with five senses , like color , smell , sound , and taste can be described as follows:

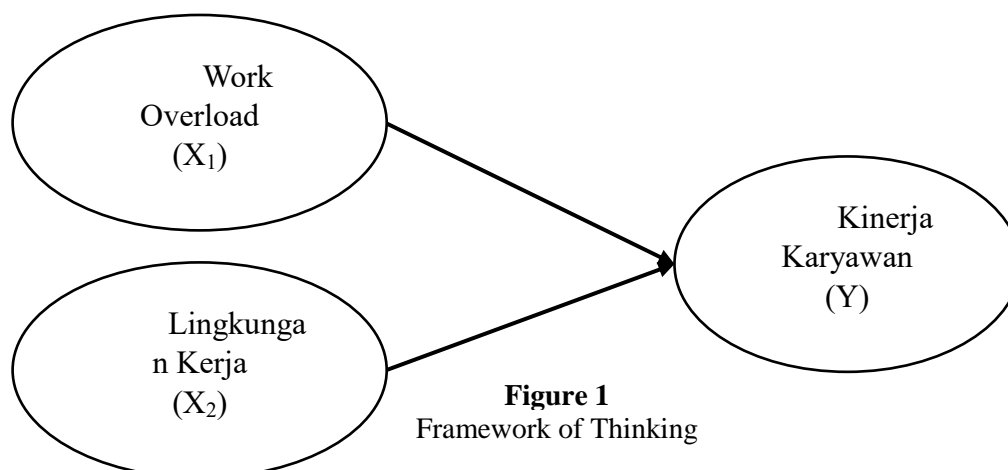


Figure 1
Framework of Thinking

Hypothesis

A hypothesis is a statement about a logical relationship between two or more variables which is expressed in quantitative form so that its truth can be tested.

Ha₁ : *Work overload* affects employee performance at PT Takabeya Perkasa Group in Bireuen.

H₀₁ : *Work overload* has no effect on employee performance at PT Takabeya Perkasa Group in Bireuen.

Ha₂ : The work environment influences employee performance at PT Takabeya Perkasa Group in Bireuen.

H₀₂ : The work environment has no effect on employee performance at Takabeya Perkasa Group in Bireuen.

H_{a3} : *Work overload* and the work environment together influence employee performance at PT Takabeya Perkasa group in Bireuen .

METHOD

Research Approach

This research uses method survey , where researcher share questionnaire For collect data on the approach used in this research that is approach quantitative . According to Sugiono (2019:17) quantitative research is defined as a research method based on philosophy positivism , used For research on populations or sample specific , data collection uses research instruments , data analysis quantitative / statistical , with objective test hypothesis that has been set .

Place and Time of Research

This research was conducted in Bireuen Regency in October 2023 . Before the research was carried out, the researcher first carried out observations to find problems that occurred regarding the influence of work overload and the work environment on employee performance at PT Takabeya Perkasa Group.

Research Population

Population according to Sugiyono (2017:215) is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. Population in this research is all over employee There are still 169 people at PT Takabeya Perkasa Group .

Research Sample

According to Sugiyono, (2017:81) the sample is part of the population which is the source of data in research, where the population is part of the number of characteristics possessed by the population. In this research, the author narrowed the population, namely the total number of permanent employees to 169 people by calculating the sample size using the Slovin technique according to Sugiyono (2015: 87). This research uses the Slovin formula because when drawing samples, the number must be representative so that the research results can be generalized and the calculation does not require a sample number table, but can be done using simple formulas and calculations . Slovin's formula for determining samples is as follows:

$$n = \frac{N}{1 + N(e)^2}$$

Information:

n = Sample size/number of respondents

N = Population size

e = Percentage of allowance for sampling accuracy that can still be tolerated;

e = 0.1

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The total population in this study was 169 permanent employees, so the percentage of allowance used was 10% and the calculation results could be rounded to achieve suitability. So to find out the research sample, use the following calculations:

$$n = \frac{169}{1 + 169(0,1)^2}$$

$$n = \frac{169}{1 + 1,69}$$

$$n = 62.82$$

Based on the calculations above, the sample of respondents in this study was adjusted to 63 people.

RESULTS AND DISCUSSION

SEM-PLS (WarpPLS) model test results

Measurement Model (Outer Model)

Validity results show the extent to which the measuring tool used measures what is being measured. The method is to correlate the score obtained on each question item with the individual's total score, with the validity testing decision being declared valid where the question item or research respondent's statement is said to be valid if $r_{count} > r_{table}$. Based on the results of the validity test calculations are as follows:

Table 1
Validity Testing Analysis Results based on *Loading Values* Before Elimination

Variable	Item State ment	Rcount	Table	Informatio n
Work Overload (X1)	X1.1	0.641	0.2480	Valid
	X1.2	0.567	0.2480	Valid
	X1.3	0.702	0.2480	Valid
	X1.4	0.844	0.2480	Valid
	X1.5	0.796	0.2480	Valid
	X1.6	0.796	0.2480	Valid
Environment Work (X2)	X2.1	0.630	0.2480	Valid
	X2.2	0.647	0.2480	Valid
	X2.3	0.812	0.2480	Valid
	X2.4	0.778	0.2480	Valid
	X2.5	0.764	0.2480	Valid
	X2.6	0.792	0.2480	Valid
Employee performance (Y)	Y.1	0.693	0.2480	Valid
	Y.2	0.652	0.2480	Valid
	Y.3	0.672	0.2480	Valid
	Y.4	0.816	0.2480	Valid
	Y.5	0.809	0.2480	Valid
	Y.6	0.694	0.2480	Valid
	Y.7	0.706	0.2480	Valid
	Y.8	0.795	0.2480	Valid
	Y.9	0.791	0.2480	Valid
	Y.10	0.809	0.2480	Valid

Source: Data Processing Results, 2024

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Based on the results of the validity test shown in Table 4.5 above, it is known that all the question items are valid, because the r count obtained > r table 0.248 on the questionnaire distributed to the entire sample of 63 respondents, it can be concluded that all the items in the work overload and environment variables work on employee performance is declared valid.

Table 2
Validity Testing Analysis Results based on Loading Values After Elimination

Variable	Item State ment	Rcount	Table	Information
Work Overload (X1)	X1.1	0.641	0.2480	Valid
	X1.2	0.567	0.2480	Valid
	X1.3	0.702	0.2480	Valid
	X1.4	0.844	0.2480	Valid
	X1.5	0.796	0.2480	Valid
	X1.6	0.796	0.2480	Valid
Environment Work (X2)	X2.1	0.630	0.2480	Valid
	X2.2	0.647	0.2480	Valid
	X2.3	0.812	0.2480	Valid
	X2.4	0.778	0.2480	Valid
	X2.5	0.764	0.2480	Valid
	X2.6	0.792	0.2480	Valid
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	Y.5	0.809	0.2480	Valid
	Y.6	0.694	0.2480	Valid
	Y.7	0.706	0.2480	Valid
	Y.8	0.795	0.2480	Valid
	Y.9	0.791	0.2480	Valid
	Y.10	0.809	0.2480	Valid

Source: Data Processing Results, 2024

Based on the results of the validity test shown in Table 4.5 above, it is known that all the question items are valid, because the r count obtained > r table 0.248 on the questionnaire distributed to the entire sample of 63 respondents, it can be concluded that all the items in the work overload and environment variables work on employee performance is declared valid.

Construct Reliability Test

A questionnaire can be said to be reliable or reliable if a person's answers to questions or statements are consistent or stable over time, with the reliability test decision criteria being considered reliable if the Alpha value is greater than 0.7 then the questionnaire items used are declared reliable or consistent , conversely, if the Alpha value is smaller than 0.7 then the questionnaire items used are declared unreliable or inconsistent. The results are presented in table 4.3 below:

Table 3
Construct Reliability Test

Variable	A	Minimum Requirements	Reliability Decisions
Work Overload (X1)	0.783	0.7	Reliable
Environment Work (X2)	0.786	0.7	Reliable
Employee Performance (Y)	0.775	0.11	Reliable

Source: Data Processing Results, 2024

Based on Table 4.6, the results of the reliability test found that the *Work Overload* (X1) variable obtained $\alpha = 0.783$, Work Environment (X2) obtained $\alpha = 0.786$, and Employee Performance (Y) obtained $\alpha = 0.775$. These results show that the α value > 0.11 means that all variables have a good level of reliability.

Partial Testing (t Test)

This t-test is to prove that the coefficient of *work overload* and work environment on employee performance at PT Takabeya Perkasa Group is significant or meaningful (so there is an influence) or vice versa, with the hypothesis and criteria of the T-test. Test results are presented as follows:

Table 4
T-Test Results on Coefficient Significance Regression X1, X2 Against Y

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Beta		
(Constant)	17,449	5,418		3,221	,002
1 X1	.131	,212	.073	,619	,538
X2	,872	.211	,489	4,133	,000
X2					

a. Dependent Variable: Y

Source: 2024 Research Results (Processed Data)

The results of table 4 above show that the t-statistical value for the *work overload coefficient* (X1) in the regression model is = 0.619 and the $T_{table\ value} = 2.0003$, this value is significant at the sig test level = 0.538. This shows that $T_{count} > T_{table}$ or $0.619 > 2.0003$. Meanwhile, this research determines the T test level ($\alpha = 5\%$ or 0.050), this shows that $0.538 < 2.0003$. Meanwhile, this research determines the T test level ($\alpha = 5\%$ or 0.050), this shows that $0.538 > 0.05$, so it can be concluded that *partial work overload has no and significant effect on employee performance at PT Takabeya Perkasa Group*. The research results show that the t-statistical value for the Work Environment coefficient (X2) in the regression model is = 4.133 and the $T_{table\ value} = 2.0003$, this value is significant at the sig = 0.000 test level. This shows that $T_{count} <$

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2.0003. Meanwhile, this research determines the T test level ($\alpha = 5\%$ or 0.050), this shows that $0.000 > 0.05$, so it can be concluded that the work environment partially and significantly influences employee performance at PT Takabeya Perkasa Group.

Simultaneous Testing (F Test)

To test the suitability of the model used, whether it is acceptable that the relationship model follows the liner regression being analyzed, namely $Y = a + b_1X_1 + b_2X_2 + e$. So the significance is used through the F-test. Test results are as follows:

Table 5
Regression Model Fit test results (F-Test)
of X1, X2 Against Y
ANOVAa

Model	Sum of Squares	Df	Mean Square	f	ig.
Regression	474,070	2	237,035	11,118	,0
Residual	1279,200	60	21,320		b
Total	1753.270	62			

a. Dependent Variable: Y

b. Predictors: (Constant), X1, X2

Source: 2024 Research Results (Processed Data)

calculated F statistical value = 11.118 and the $F_{table\ value} = 3.15$, a significant value at the sig test level = .000^b or 0.00000%. This shows that $F_{count} > F_{table}$ or $11.118 > 3.15$. Meanwhile, this research set the test level ($\alpha = 5\%$ or 0.05), this proves that sig 0.000

DISCUSSION

Word Overload on Employee Performance

Based on the results of the t-statistical test for *the work overload coefficient* (X1) in the regression model of = 0.169 and the $T_{table\ value} = 2.0003$, this value is significant at the sig test level = 0.538. This shows that the T_{count} is 0.050, so it can be concluded that *partial work overload does not have a significant effect on employee performance at PT Takabeya Perkasa Group*. In this case the alternative hypothesis (Ha1) is rejected and the hypothesis H01 is accepted. Results of research conducted by Triana Nurshoimah, Hari Nurweni, Retno Hartati (2023) in research that focused on the Influence of *Work Life Balance, Work Overload and Burnout* on the Performance of Kulon Progo District Health Service Employees.

Work Environment on Employee Performance

Based on the results of the t-statistical test for the Work Environment coefficient (X2) in the regression model of = 4.133 and the $T_{table\ value} = 2.0003$, this value is significant at the sig=0.000 test level. This shows that $T_{count} > T_{table}$ or $4.133 > 2.0003$. Meanwhile, this research sets the T test level ($\alpha = 5\%$ or 0.050), this shows that it is 0.000. The results of research conducted by Tomy Sun Siagian (2018), Hazmanan Khairl where this research focuses on the Influence of Leadership Style and Work Environment on Employee Performance with Job Satisfaction as an Intervening Variable.

Word Overload and Work Environment on Employee Performance

Based on the statistical test results $F_{table} = 3.15$ and the $F_{value} = 4.644$, the value is significant at the sig test level = 0.000 or 0.05%. Meanwhile, this research set the test level ($\alpha = 5\%$ or 0.05), this proves that the sig is 0.000.05, so it can be concluded that *work overload* and the work environment simultaneously have a significant effect on employee performance at PT Takabeya Perkasa Group. In this case the alternative hypothesis (H_{a3}) is accepted and the hypothesis H_{03} is rejected.

It is important for organizations to manage employee workload wisely and create a healthy and supportive work environment to ensure optimal performance. A supportive and positive work environment can help overcome the negative impacts of *work overload*. An inclusive environment, where employees feel supported by colleagues and superiors, and have access to the resources and support they need, can help reduce stress levels and improve employee performance.

The research results of this meta-analysis study are in line with previous research from Qoyyimah, et al (2019) that the work environment, work overload, work stress have a positive and significant effect on employee performance where employees prioritize collaboration with colleagues at work, receive support from superiors or leaders, the superior's attitude is fair and reasonable, the relationship between leaders and subordinates runs well and the workload is in accordance with the abilities possessed by employees, which means that the work environment and workload influence work stress and have an impact on performance employee.

CLOSING

Conclusion

Based on the results of the research and discussion previously described, several conclusions can be made as follows:

1. *The work overload* variable partially has no effect on employee performance, so it can be interpreted that work overload has a negative impact on employee performance at PT Takabeya Perkasa Group.
2. Work environment variables partially influence employee performance, so it can be interpreted that compensation does not have a positive impact on employee performance at PT Takabeya Perkasa Group.
3. The correlation coefficient (R) of 0.520 indicates that the relationship between the independent variable and the dependent variable is in the low category.

Suggestion

In order to improve *work overload* and the work environment at PT Takabeya Perkasa Group, the author suggests several suggestions as follows:

1. To create good and effective *work overload*, PT Takabeya Perkasa Group should adjust policies on work overload so that tasks and responsibilities do not cause stress in adjusting to work.
2. To continue to maintain the work environment for employees, PT Takabeya Perkasa Group is expected to continue to pay attention to and maintain the work environment that has been provided so that employees are comfortable and enthusiastic about working.
3. To improve employee performance for employees, PT Takabeya Perkasa Group should pay attention to the clarity of employee duties and responsibilities and pay attention to what employees need so that employees feel comfortable at work.

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