

The Influence Of Workload and Career Development On Employee Performance At PT. Kereta Api Indonesia Divre IV Tanjung Karang

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1; 2; 3; 4;

Abstract

Background - This study aims to analyze the impact of Workload (X1) and Career Development (X2) on Employee Performance (Y) at PT. Persero Divre IV Train. A questionnaire was distributed to 175 respondents, and the collected data were analyzed using SPSS version 25. The t-test results show that Workload has a significant negative impact on Employee Performance (t-value = -6.065; significance = 0.000), with a regression coefficient of -0.228. Career Development has a significant positive impact on Employee Performance (t-value = 10.787; significance = 0.000), with a regression coefficient of 0.431. The simultaneous test indicates that Workload and Career Development, together significantly affect Employee Performance (F-value = 216.353; significance = 0.000), with an Adjusted R-Square of 0.775.

Purpose - This study aims to analyze the impact of Workload (X1) and Career Development (X2) on Employee Performance (Y) at PT. Persero Divre IV Train

methodology - A questionnaire was distributed to 175 respondents, and the collected data were analyzed using SPSS version 25. The t-test results show that Workload has a significant negative impact on Employee Performance (t-value = -6.065; significance = 0.000), with a regression coefficient of -0.228. Career Development has a significant positive impact on Employee Performance (t-value = 10.787; significance = 0.000), with a regression coefficient of 0.431. The simultaneous test indicates that Workload and Career Development, together significantly affect Employee Performance (F-value = 216.353; significance = 0.000), with an Adjusted R-Square of 0.775.

Findings - A questionnaire was distributed to 175 respondents, and the collected data were analyzed using SPSS version 25. The t-test results show that Workload has a significant negative impact on Employee Performance (t-value = -6.065; significance = 0.000), with a regression coefficient of -0.228. Career Development has a significant positive impact on Employee Performance (t-value = 10.787; significance = 0.000), with a regression coefficient of 0.431. The simultaneous test indicates that Workload and Career Development, together significantly affect Employee Performance (F-value = 216.353; significance = 0.000), with an Adjusted R-Square of 0.775.

Originality - This study aims to analyze the impact of Workload (X1) and Career Development (X2) on Employee Performance (Y) at PT. Persero Divre IV Train. A questionnaire was distributed to 175 respondents, and the collected data were analyzed using SPSS version 25. The t-test results show that Workload has a significant negative impact on Employee Performance (t-value = -6.065; significance = 0.000), with a regression coefficient of -0.228. Career Development has a significant positive impact on Employee Performance (t-value = 10.787; significance = 0.000), with a regression coefficient of 0.431. The simultaneous test indicates that Workload and Career Development, together significantly affect Employee Performance (F-value = 216.353; significance = 0.000), with an Adjusted R-Square of 0.775.

Keywords: Keywords: Workload, Career Development, Competency and Employee Performance
