

THE EFFECT OF WORKLOAD, WORK ABILITY, AND WORK MOTIVATION ON EMPLOYEE WORK PRODUCTIVITY AT PT JAYA RIYAN MANDIRI

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Background: The development of science and technology today demands that companies in various sectors achieve competitive advantages. Fierce competition requires companies to demonstrate their best performance both internally and externally. This competition significantly limits a company's chances of survival. The key to success in this increasingly competitive environment lies in its resources. Rapid change requires companies to have high-quality and promising resources. One company resource that significantly contributes to its progress is its internal resources. The role of human resources is something that companies must always pay attention to. Companies must recognize that human resources are not just employees, but also a crucial asset for the company's survival. Human resources play a crucial role in planning, implementation, and decision-making. Without human resources, nothing will be achieved, especially in achieving company goals. Every company desires and always strives to obtain quality human resources to achieve its goals. It is clear that the role of human resources is crucial as a support for the continuity of a company's life. Therefore, companies must pay more attention to how to improve the welfare of their human resources to achieve more satisfying results. A good company must build a positive relationship between employees and the company. This relationship will ultimately determine how an employee behaves in carrying out their responsibilities. This behavior will ultimately impact the achievement of company goals. Therefore, knowledge is needed to direct stakeholders to perform optimally. In this regard, the company must formulate ways to consistently improve employee productivity.

Purpose: 1. To identify and analyze the workload, work ability, work motivation, and work productivity of PT Jaya Riyan Mandiri employees. 2. To identify and test the simultaneous influence of workload, work ability, and work motivation on the work productivity of PT Jaya Riyan Mandiri employees. 3. To identify and test the influence of workload on the work productivity of PT Jaya Riyan Mandiri employees. 4. To identify and test the influence of work ability on the work productivity of PT Jaya Riyan Mandiri employees. 5. To identify and test the influence of work motivation on the work productivity of PT Jaya Riyan Mandiri employees.

Methodology: This research uses a descriptive, verification method with a quantitative approach. The aim is to describe and examine the influence of workload, work ability, and work motivation on employee productivity. The research object encompasses four main variables: workload, work ability, work motivation, and work productivity. The research location is PT Jaya Riyan Mandiri. The unit of analysis is individual employees, with a population of 72, and the entire population is sampled using a saturated sampling technique. The data used consist of primary data (interviews and questionnaires) and secondary data (company documents and supporting literature). Data collection techniques include interviews, observations, questionnaires, and literature review. The research instrument was tested using validity and reliability tests, with all items found to be valid and reliable. The classical assumption test indicates that the data are normally distributed, free from multicollinearity, and free from heteroscedasticity. Data analysis used multiple linear regression with the model: $Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$, where Y is work productivity, X_1 is workload, X_2 is work ability, and X_3 is work motivation. In addition, correlation analysis and the coefficient of determination (R^2) were used to determine the strength of the relationship between variables, as well as F and t tests to examine simultaneous and partial effects. The testing criteria indicate that the hypothesis is accepted if the significance value is < 0.05 or the calculated F/t value is $>$ the table F/t value.

Keywords: workload, work capability, work motivation, work productivity