

The Influence of Workload and Competence on Employee Performance Through Work Morale as an Intervening Variable in the Production Division of PT. Tirta Fresindo Jaya Bogor

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Background: Management activities generally involve efforts to achieve organizational goals by utilizing existing resources. Companies possess various types of resources that are managed according to the principles of efficiency and economy. One resource that is currently a primary focus is Human Resources (HR). HR plays a crucial role in achieving company goals. Corporate goals will be difficult to achieve without human resources, even with the most sophisticated tools available. Companies must have qualified HR to remain competitive and achieve their vision and mission.

Purpose: The purpose of this study is to determine employee responses and analyze the direct and indirect influence of workload and competence on performance through work enthusiasm as an intervening variable in the production division of PT. Tirta Fresindo Jaya Bogor.

Methodology: The objects of this research are workload, competence, work enthusiasm, and employee performance. The approach used in this research is a quantitative approach with descriptive data analysis techniques and path analysis. The population used in this research is employees of the Production Division of PT. Tirta Fresindo Jaya Bogor, which number approximately 361 people. The sampling technique in this research was carried out using a probability sampling technique. The result of the sample calculation using the Yamane Formula was 78 people, but was increased to 100 people. Primary data was obtained through questionnaires, interviews, and observations. Secondary data came from literature studies, including books, journals, theses, internet data, and company reports.

Finding: Employee responses to workload, competence, work enthusiasm and employee performance are included in the high category; the results of the hypothesis test prove that workload and competence have a direct positive and significant effect on work enthusiasm; workload, competence and work enthusiasm have a direct positive and significant effect on performance; work enthusiasm is able to mediate workload and competence on performance.

Limitation: This research was conducted only in the Production Division of PT. Tirta Fresindo Jaya Bogor, so the results cannot necessarily be generalized to other divisions within the same company or to other companies with different characteristics. Furthermore, this study only examined the effect of workload, competence, and work morale on employee performance. Other factors such as discipline, supervision, compensation, training, and leadership were not included, even though these factors can also influence employee performance.

Originality: In previous research, the author has not found research that precisely replicates all the variables of the study he will conduct. Therefore, the author conducted a new study, namely the influence of workload and competence on employee performance through work morale as an intervening variable.

Keywords: Workload; Competence; Performance; Work Morale.