

**PENGARUH BEBAN KERJA DAN KOMITMEN ORGANISASI
TERHADAP KINERJA PEGAWAI BUMDES SE-KECAMATAN
TEJAKULA**

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ABSTRAK

Penelitian ini bertujuan untuk menguji (1) pengaruh beban kerja dan komitmen organisasi terhadap kinerja pegawai, (2) beban kerja terhadap kinerja pegawai melalui komitmen organisasi, (3) beban kerja terhadap kinerja pegawai dan (4) komitmen organisasi terhadap kinerja pegawai BUMDes se-Kecamatan Tejakula. Desain penelitian yang digunakan pada penelitian ini adalah kuantitatif kausal. Subjek dalam penelitian ini adalah pegawai di BUMDes se-Kecamatan Tejakula dan objeknya adalah beban kerja, komitmen organisasi dan kinerja pegawai. Dalam penelitian ini diambil sampel sebanyak 82 orang karyawan dengan teknik *proportionate stratified random sampling*. Data dikumpulkan melalui kuesioner dan pencatatan dokumen kemudian dianalisis dengan menggunakan analisis jalur (*path analysis*). Hasil penelitian menunjukkan bahwa (1) beban kerja dan komitmen organisasi berpengaruh terhadap kinerja karyawan, (2) beban kerja berpengaruh terhadap kinerja pegawai melalui komitmen organisasi, (3) beban kerja berpengaruh negatif terhadap kinerja karyawan, (4) komitmen organisasi berpengaruh positif terhadap kinerja karyawan.

Kata kunci: beban kerja, kinerja pegawai, komitmen organisasi.

ABSTRACT

This study aims to examine (1) the effect of workload and commitment on employee performance, (2) workload on employee performance through organizational commitment, (3) workload on employee performance and (4) organizational commitment on BUMDes employee performance. Tejakula District. The research design used in this study is causal quantitative. The subjects in this study were employees of BUMDes in Tejakula District and the objects were

workload, organizational commitment and employee performance. In this study, a sample of 82 employees was taken using the proportional stratified random sampling technique. Data collected through questionnaires and document recording were then analyzed using path analysis. The results showed that (1) workload and organizational commitment had an effect on employee performance, (2) workload had an effect on employee performance through organizational commitment, (3) workload had a negative effect on employee performance, (4) organizational commitment had a positive effect on performance. employees.

Keywords: workload, employee performance, organizational commitment.

