

ABSTRAK

Alamsyah, NIM 7163210003. “Pengaruh Beban Kerja dan Motivasi Kerja Terhadap Kinerja Pegawai Kantor Camat Medan Tuntungan” skripsi Jurusan Manajemen, Fakultas Ekonomi Universitas Negeri Medan 2021.

Penelitian ini bertujuan untuk mengetahui Pengaruh Beban Kerja dan Motivasi Kerja terhadap Kinerja Pegawai Kantor Camat Medan Tuntungan. Populasi dalam penelitian ini sebanyak 103 orang pegawai dan menggunakan *simple random sampling* sebanyak 51 orang responden. Pengolahan data menggunakan SPSS 25.0 for windows. Berdasarkan hasil penelitian secara parsial menunjukkan bahwa adanya pengaruh positif dan signifikan variabel beban kerja terhadap kinerja pegawai Kantor Camat Medan Tuntungan sebesar 49.6%. Adanya pengaruh positif dan signifikan variabel motivasi kerja terhadap kinerja pegawai Kantor Camat Medan Tuntungan sebesar 46.2%. Berdasarkan hasil penelitian menunjukkan bahwa variabel beban kerja dan motivasi kerja secara simultan berpengaruh terhadap kinerja pegawai. Hal ini terlihat dari uji koefisien determinasi menunjukkan nilai sebesar 0.536 yang berarti bahwa beban kerja dan motivasi kerja berpengaruh terhadap kinerja pegawai sebesar 53.6% sedangkan sisanya dipengaruhi oleh variabel lain.

Kata Kunci: *Beban Kerja, Motivasi Kerja, Kinerja Pegawai*



ABSTRACT

Alamsyah, NIM 7163210003. “The Effect of Workload and Work Motivation on Employees Performance of the Medan Tuntungan District Head Office” Thesis Department of Management, Faculty of Economics, Medan State University 2021.

The study aims to see the effect of Workload and Work Motivation on Employees Performance of the Medan Tuntungan District Head Office. The population in this study were 103 employees and used a simple random sampling of 51 respondents. Data processing using SPSS 25.0 for windows. Based on the results of the study partially shows that there is a positive and significant influence of workload variable on employees performance of the Medan Tuntungan District Head Office of 49.6%. There is a positive and significant influence of work motivation variable on employees performance of the Medan Tuntungan District Head Office of 46.2%. Based on the results of the study, it shows that the workload and work motivation simultaneously affects employees performance. This can be seen from the test of the coefficient of determination which shows a value of 0.536, which means that workload and work motivation affect employees performance by 53.6%, while the rest is influenced by other variables.

Keywords: *Workload, Work Motivation, Employees Performance*