



## Effect of Workload, Work Discipline and Work Motivation on Employee Performance

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**Abstract:** The Effect of Workload, Work Discipline and Work Motivation on Employee Performance is a scientific article of literature study within the scope of the field of science. The purpose of this article is to build a hypothesis on the influence between variables to be used in further research. object research on online libraries, Google Scholar, Mendeley and other academic online media. Research method with the research library comes from e-books and open access e-journals. Qualitative descriptive analysis. The results of this article: 1) Workload affects employee performance; 2) Work Discipline affects Employee Performance; and 3) Work Motivation influences Employee Performance.

**Keyword:** Employee Performance, Workload, Work Discipline, Work Motivation.

### INTRODUCTION

#### Background of the problem.

Every student, whether Undergraduate, Undergraduate or Undergraduate, must conduct research in the form of a thesis, thesis, and dissertation. Likewise for lecturers, researchers and other functional staff who actively conduct research and create scientific articles for publication in scientific journals.

Scientific work is one of the requirements for students to complete their studies at most universities in Indonesia. This provision applies to all levels of education, namely undergraduate thesis (S1), undergraduate thesis (S2) and third-level dissertation (S3).

Based on empirical experience, many students and authors have difficulty finding supporting articles for their scientific work as previous research or as relevant research. Relevant articles are needed to strengthen the theory being researched, to see the relationship or influence between variables and build hypotheses. This article discusses the effect of workload, work discipline, and work motivation on employee performance, a literature review study in the field of educational management.

Based on the background, **the purpose of writing** this article is to build a hypothesis for further research, namely to formulate: 1) The Effect of Workload on Employee Performance; 2) The Effect of Work Discipline on Employee Performance; and 3) Effect of Work Motivation on Employee Performance;

## RESEARCH METHOD

The method of writing this Literature Review article is the Qualitative Descriptive method and Library Research, sourced from the *Google Scholar online application*, *Mendeley* and other online academic applications.

In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory in nature, (Ali, H., & Limakrisna, 2013) .

## RESULT AND DISCUSSION

### Results

Based on the background, objectives and methods, the results of this article are as follows:

#### Employee Performance

Employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2017).

Employee Performance is the result of an employee's work in quality and quantity in carrying out tasks according to their responsibilities. (Juprizen and Kandhita, 2021).

Dimensions, indicators, synthesis, or factors that influence employee performance are punctuality at work, quantity of work and quality of work.

The performance of this employee has been studied by many previous researchers including (Ligan Diposentono, 2023), (Rahmat Pramukty, 2022), and (Imam Wahyudi, 2021).

#### Workload

Workload is the work capacity that burdens each employee physically and mentally and the tasks that must be carried out by the employee (Mahawati, 2021).

Workload is a number of activities that require expertise and must be done within a certain period of time, both physically and psychologically. (Dhani, 2010).

Dimensions, indicators, synthesis, or factors that influence workload are continuous improvement at work, quality improvement at work, work ethics and treatment at work.

This workload has been examined by many previous researchers including (Rahmat Pramukty, 2022), (M. Rubiyanto, 2021), and (M. Nur Deni Musa, 2020), (Hermawan, 2022).

#### Work Discipline

Work Discipline is the ability and attitude to control oneself to comply with certain rules (Sinambela, 2018).

Work Discipline is a person's ability to work regularly, diligently continuously and work according to applicable rules and not violate the rules that have been set (Hasibuan, 2017).

Dimensions, indicators, synthesis, or factors that influence Work Discipline are obeying time, obeying all rules, obeying rules of conduct at work, and obeying other people's rules.

This Work Discipline has been studied by many previous researchers including (Rahmat Pramukty, 2017) and (Dewi Puspaningtyas F, 2017).

**Work motivation**

Work motivation is something that causes, distributes, and supports human behavior, so that they want to work hard and enthusiastically to achieve optimal results. (Hasibuan, 2012).

Work Motivation is the drive that moves a person to work to do the job with all their might and work effectively to achieve the goals to be achieved (Imam Wahyudi, 2021).

This work motivation has been studied by many previous researchers including (Imam Wahyudi, 2021), (Lidya Sepentina, 2021), and (Putu Eko Wahyudi, 2021).

**Relevant Article Review Results**

Reviewing relevant articles as a basis for setting research hypotheses by explaining the results of previous studies, explaining the similarities and differences with the research plan, from relevant previous research as shown in table 1 below.

**Table 1: Relevant Research Results**

No	Authors (Year)	Previous Research Results	Similarities With This Article	The Difference With This Article	H
1	Rahmat Pramukty (20 22 )	Workload Work Discipline has a positive and significant impact on Employee Performance	Workload affects Employee Performance	Work Discipline influences Employee Performance	H1
2	M. Nur Deni Musa (202 0 )	Workload and work environment have a positive and significant impact on employee performance	Workload affects Employee Performance	Work Environment influences Employee Performance	H 2
3	Diposentono Ligand (202 3 )	Work Discipline and Organizational Justice have a positive and significant impact on Employee Performance	Work Discipline influences Employee Performance	Organizational Justice affects Employee Performance	H 3
4	Imam Wahyudin (20 21 )	Work Discipline and Work Motivation have a positive and significant impact on Employee Performance	Work Discipline influences Employee Performance	Work Motivation influences Employee Performance	H 4
5	Chairani (2020)	Work Motivation and Career Development have a positive and significant impact on Employee Performance	Work Motivation influences Employee Performance	Career Development influences Employee Performance	H 5
6	Grace Hidayat (20 20 )	Work motivation and work discipline have a positive and significant impact on employee performance	Work Motivation influences Employee Performance	Competence affects Employee Performance	H 6

**Discussion**

Based on the theoretical study, the discussion of *this literature review article* is to review relevant articles, analyze the influence between variables and conceptually think about a research plan:

Based on the results of the research, the discussion of *this article* is to review relevant articles, analyze the influence between variables and conceptualize the research plan:

### **Effect of Workload on Employee Performance.**

Workload is a number of activities that require expertise and must be done within a certain period of time, both physically and psychologically.

The principles or concept of workload is that workload affects employee performance, if workload is perceived well, employee performance will be perceived well and vice versa. That if the workload is perceived as bad, the performance will also be bad.

Factors that influence workload are physical and mental workload which are divided into six dimensions, which consist of: physical stress, physical effort, mental tension, time tension, achievement, level of frustration.

To improve employee performance by paying attention to workload, what management must do is workload that is too high causes physical and emotional fatigue, while workload that is too low makes work produced by repetitive motions boring, where boredom in routine due to repetitive tasks too little has the potential to be detrimental to workers because it causes a lack of attention to their work.

Workload affects employee performance, this is in line with research conducted by: (Rahmat Pramukty, 2022), (M. Nur Deni Musa, 2020), and (Muhammad Rubiyanto, 2021).

### **Effect of Work Discipline on Employee Performance.**

Work Discipline is the awareness, willingness, and willingness to work of other people in order to obey and comply with all applicable rules and norms. (Hasibuan, 2007)

The principles or concepts of Work Discipline are norms, attitudes or behavior, employee presence and responsibility for work. (Sugiarto & Ramadhan, 2021)

Work Discipline affects Employee Performance, if Work Discipline is perceived well then Employee Performance will be perceived well too, and vice versa. This can be explained that work discipline is one of the factors that influence employee performance. If the employee has a good work discipline, it is expected that the employee will have good performance.

Factors that influence Work Discipline are the example of a leader, having definite rules for employees to follow, the leader's attention given to employees, the leader supervising employees, leaders who dare to take action, and the amount of compensation. (Fahraini & Syarif, 2022)

Work Discipline plays a role in Employee Performance, this is in line with research conducted by: (Rahmat Hidayat, 2020), (Imam Wahyudi, 2021), (Rahmat Pramukty, 2022), and (Ligand Diposentono, 2023).

### **Effect of Work Motivation on Employee Performance.**

Work Motivation is the drive that moves a person to work to do the job with all their might and work effectively to achieve the goals to be achieved (Imam Wahyudi, 2021).

The principles or concept of Work Motivation is to encourage people to act, determine the direction of action and complete actions. (Sardiman, 2007)

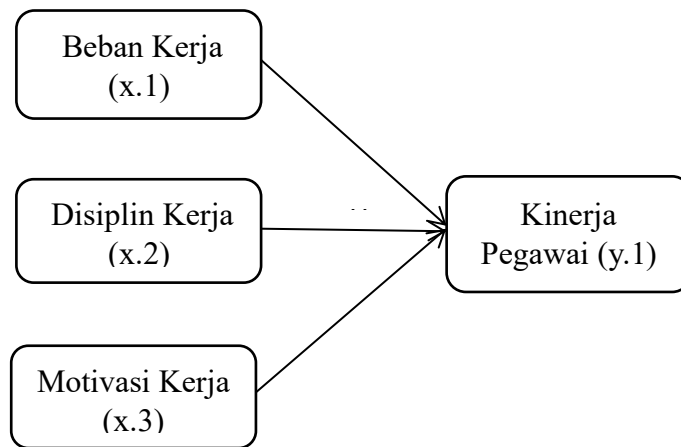
Work motivation affects employee performance, if work motivation is perceived well, then employee performance will be perceived well, and vice versa. This can be explained that the better the work motivation of an employee, the better the performance.

Factors that influence work motivation are salary, incentives/bonuses, career development systems, conditions of facilities and infrastructure.

Work Motivation plays a role in Employee Performance, this is in line with research conducted by: (Lidya Seventina, 2021), (Imam Wahyudi, 2021), and (Chairani, 2020).

### Conceptual Framework for Research

Based on the formulation of the problem, discussion and relevant research, the conceptual framework of this article is processed as shown in Figure 1 below.



**Figure 1: Conceptual Framework**

Framework picture above, then: Workload, Work Discipline, and Work motivation effect on Employee Performance. Apart from the three exogenous variables that affect employee performance, there are many other variables, including:

- 1) Career development : ( Chairani , 202 0 ) , ( Putu Eko Wahyudi , 2021 ) , and ( Hasnidar , 20 22 ) , (Bachtiar AH, 2022)
- 2) Work Environment : ( M. Nur Deni Musa ., 20 20 ) , (Ading Sunarto, 2020), ( J. Fuji Inzani, 2022 ) , and ( Bactiar AH , 2022 ) ,
- 3) Competence : ( Rahmat Hidayat, 20 20 ) , ( Ading Sunarto, 2020 ) , (Surniti, NKS, 2022), and ( J.Fuji Inzani, 2022 )

### CONCLUSION

Based on the objectives, results and discussion, the conclusions of this article are to formulate hypotheses for further research, namely: 1) Workload affects Employee Performance; 2) Work Discipline affects Employee Performance , and 2) Work Motivation influences Employee Performance.

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