

## **ABSTRACT**

### ***THE EFFECT OF WORK OVERLOAD, WORK STRESS AND ORGANIZATIONAL COMMITMENT ON THE PERFORMANCE OF EMPLOYEES IN THE PRODUCTION DIVISION PT AHRS GARUT***

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*This study has the main objective to determine the effect of Work Overload, Work Stress and Organizational Commitment on Employee Performance in the production division of PT AHRS (Asep Hendro Racing Sport) Garut. The population in this study were all employees of the production division of PT AHRS Garut, totaling 48 people by determining the sample using the census method. Data collection techniques used for primary data were carried out through questionnaires and interviews, secondary data obtained from literature review and other relevant parties. The analysis tool used was path analysis. The results showed that: (1) work overload has a significant effect on employee performance, (2) work stress has a significant effect on employee performance, (3) organizational commitment has a significant effect on employee performance, (4) work overload, work stress and organizational commitment have an effect significant to employee performance.*

*Keywords: Work Overload, Work Stress, Organizational Commitment, Employee Performance*

## ABSTRAK

### PENGARUH *WORK OVERLOAD*, STRES KERJA DAN KOMITMEN ORGANISASI TERHADAP KINERJA KARYAWAN BAGIAN PRODUKSI PT AHRS GARUT

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Penelitian ini memiliki tujuan utama untuk mengetahui pengaruh *Work Overload*, Stres Kerja dan Komitmen Organisasi terhadap Kinerja Karyawan bagian produksi PT AHRS (Asep Hendro *Racing Sport*) Garut. Populasi dalam penelitian ini adalah seluruh karyawan bagian produksi PT AHRS Garut yang berjumlah 48 orang dengan penentuan sampel menggunakan metode sensus. Teknik pengumpulan data yang digunakan untuk data primer dilakukan melalui kuesioner dan wawancara, data sekunder diperoleh dari kajian Pustaka dan pihak lain yang relevan. Alat analisis yang digunakan menggunakan analisi jalur (*path analysis*). Hasil penelitian menunjukkan bahwa: (1) *work overload* berpengaruh signifikan terhadap kinerja karyawan, (2) stres kerja berpengaruh signifikan terhadap kinerja karyawan, (3) komitmen organisasi berpengaruh signifikan terhadap kinerja karyawan, (4) *work overload*, stres kerja dan komitmen organisasi berpengaruh signifikan terhadap kinerja karyawan.

**Kata Kunci:** Beban Kerja Berlebihan, Stres Kerja, Komitmen Organisasi, Kinerja Karyawan