

ABSTRACT

THE EFFECT OF WORK OVERLOAD AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE

(Study on Production Operator Employees at CV. Sukahati Pratama Tasikmalaya)

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This study aims to determine the effect of work overload and work environment on the performance of production operator employees at CV. Sukahati Pratama Tasikmalaya. The research method involves collecting data through questionnaires distributed to 67 respondents. The method used is a survey method with a quantitative approach. Data were collected through questionnaires that include variables of work overload, work environment, employee performance. Data processing was carried out using the IBM SPSS 20 for Windows program, including multiple linear regression analysis, classical assumption tests. The results of the study showed that work overload was included in the fairly good classification, the work environment was included in the very good classification and employee performance was included in the good classification. The data shows that work overload, work environment have a positive and significant effect on the performance of production operator employees at CV. Sukahati Pratama Tasikmalaya.

Keywords: *Work Overload, Work Environment, and Employee Performance.*

ABSTRAK

PENGARUH *WORK OVERLOAD* DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN

(Studi pada Karyawan Operator Produksi di CV. Sukahati Pratama Tasikmalaya)

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Penelitian ini bertujuan untuk mengetahui pengaruh *work overload* dan lingkungan kerja terhadap kinerja karyawan operator produksi di CV. Sukahati Pratama Tasikmalaya.. Metode penelitian melibatkan pengumpulan data melalui kuesioner yang disebarakan kepada 67 responden. Metode yang digunakan adalah metode survei dengan pendekatan kuantitatif. Data dikumpulkan melalui kuesioner yang mencakup variabel *work overload*, lingkungan kerja, kinerja karyawan. Pengolahan data dilakukan menggunakan program IBM SPSS 20 for Windows, termasuk analisis regresi linear berganda, uji asumsi klasik. Hasil penelitian menunjukkan bahwa *work overload* termasuk pada klasifikasi cukup baik, lingkungan kerja termasuk pada klasifikasi sangat baik dan kinerja karyawan termasuk pada klasifikasi baik. Data menunjukkan bahwa *work overload* dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan bagian operator produksi di CV. Sukahati Pratama Tasikmalaya..

Kata Kunci: *Work Overload*, Lingkungan kerja, dan Kinerja Karyawan