

## **ABSTRACT**

### **THE INFLUENCE OF WORKLOAD, FACILITIES, AND ORGANIZATIONAL JUSTICE ON EMPLOYEE PERFORMANCE (Survey on Village Office Employees in Tasikmalaya Regency)**

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*The aim of this research was to identify and analyze the influence of workload, facilities, and organizational justice on employee performance both partially and simultaneously among the village office employees in Tasikmalaya Regency. The method used in this research was a survey with a quantitative descriptive approach. The sample size in this study was 225 respondents determined by cluster sampling. Using Partial Least Square-Structural Equation Model (PLS-SEM), the research found that workload negatively affected the performance of village office employees in Tasikmalaya Regency; work facilities positively affected the performance of village office employees in Tasikmalaya Regency; organizational justice positively affected the performance of village office employees in Tasikmalaya Regency; workload, work facilities, and organizational justice simultaneously affected the performance of village office employees throughout Tasikmalaya regency.*

*Keywords: Workload, Facilities, Organizational Justice, and Employee Performance*

## **ABSTRAK**

### **PENGARUH BEBAN KERJA, FASILITAS, DAN KEADILAN ORGANISASI TERHADAP KINERJA PEGAWAI (Survei pada Aparatur Desa Di Kabupaten Tasikmalaya)**

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis Pengaruh beban kerja, fasilitas, dan keadilan organisasi terhadap kinerja pegawai baik secara parsial maupun simultan pada aparatur desa di Kabupaten Tasikmalaya. Metode yang digunakan dalam penelitian ini survei dengan pendekatan deskriptif kuantitatif. Ukuran sampel dalam penelitian ini sebanyak 225 responden yang ditentukan dengan *cluster sampling*. Dengan menggunakan *Partial Least Square-Structural Equation Model* (PLS-SEM), penelitian menemukan bahwa Beban kerja berpengaruh negatif terhadap kinerja pegawai Aparatur Desa Di Kabupaten Tasikmalaya; Fasilitas kerja berpengaruh positif terhadap kinerja pegawai Aparatur Desa Di Kabupaten Tasikmalaya; Keadilan organisasi berpengaruh positif terhadap kinerja pegawai Aparatur Desa Di Kabupaten Tasikmalaya; Beban kerja, fasilitas kerja dan keadilan organisasi secara simultan berpengaruh terhadap kinerja pegawai Aparatur Desa Di Kabupaten Tasikmalaya

Kata Kunci: Beban Kerja, Fasilitas, Keadilan Organisasi dan Kinerja Pegawai