

# The Influence of Work Motivation, Work Discipline and Workload on Employee Performance at PT. Nikkatsu Electric Works in Bandung

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## Abstract

PT performance Nikkatsu Electric Works In Bandung, this study aims to determine the effect of work motivation, work discipline and workload on employee performance. With a population of employees of PT. Nikkatsu Electric Works in the transformer section as many as 100 people, by distributing questionnaires. Using the quantitative descriptive method, the data analysis technique used the SPSS 25 application. The F count was 22,308 with a significance value of 0.000 or less than the degree of confidence ( $\alpha$ ) of 5%. Thus the research hypothesis states that work motivation, work discipline and workload simultaneously affect employee performance. Simultaneously, work motivation, work discipline and workload also affect employee performance. This can be reviewed through the results of the f test, where it is known that the significance value is 0.000, where the value is smaller than 0.05 and it is also followed by obtaining F count with the number 22,308. So it can be concluded that work motivation, work discipline and workload have a partial or simultaneous effect on employee performance.

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## Keywords

Work Motivation, Work Discipline, Workload and Employee Performance

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By increasing human resources it is expected to improve employee performance. Every company will always try to improve the performance of its employees, with the hope that corporate and individual goals can be achieved. According to Mangkunegara (2012: 9) suggests that performance is the achievement of employee work results based on quality and quantity as work performance within a certain period of time adjusted to the duties and responsibilities. Every

company or agency always expects employees who excel will make an optimal contribution to the company and can improve their performance. According to Fahmi (2014: 127) says that performance is the result obtained by an organization that is profit oriented and non profit oriented which is produced over a period of time. According to Sutrisno (2016), performance is a person's success in carrying out tasks, work results that can be achieved by a person

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or group of people in an organization in accordance with their respective authorities and responsibilities or about how a person is expected to function and behave in accordance with the tasks assigned to him as well as the quantity, quality and time used in carrying out tasks. PT. Nikkatsu Electric Works was established on October 13 which operates in the field of Transformer, Rectifier and Voltage Stabilizer Industry, Electric Motor Industry, Electricity Control and Distribution Equipment Industry. work results that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities or about how a person is expected to function and behave in accordance with the tasks assigned to him as well as the quantity, quality and time used in carrying out the task. PT. Nikkatsu Electric Works was established on October 13 which operates in the field of Transformer, Rectifier and Voltage Stabilizer Industry, Electric Motor Industry, Electricity Control and Distribution Equipment Industry. work results that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities or about how a person is expected to function and behave in accordance with the tasks assigned to him as well as the quantity, quality and time used in carrying out the task. PT. Nikkatsu Electric Works was established on October 13 which operates in the field of Transformer, Rectifier and Voltage Stabilizer Industry, Electric Motor Industry, Electricity Control and Distribution Equipment Industry. quality and time spent in carrying out the task. PT. Nikkatsu Electric Works was established on October 13 which operates in the field of Transformer, Rectifier and Voltage Stabilizer Industry, Electric Motor Industry, Electricity Control and Distribution Equipment Industry. quality and time spent in carrying out the task. PT. Nikkatsu Electric Works was established on October 13 which operates in the field of Transformer, Rectifier and Voltage Stabilizer Industry, Electric Motor Industry, Electricity Control and Distribution

Equipment Industry.

**Table 1**  
**Employee performance**  
**Transformers section**  
**Year 2022**

Month	Target	Results	Percentage
January	5971	3827	64%
February	5546	5134	92%
March	4824	5618	116%
April	4636	4438	95%
May	3407	3003	88%
June	4246	4008	94%
July	3851	3652	94%
August	3158	3556	112%
September	4971	4791	96%
October	4974	4711	94%
November	3966	4527	114%
December	5841	5594	95%
Total	55391	52895	
		95%	

\*Data source PT. Nikkatsu Electric Works

Judging from table 1, the performance of employees in the transformers section in 2022 mostly does not reach the targets set by the company.

Employee performance can also be supported by work motivation. Based on the results of interviews conducted by researchers, it was found that superiors or section heads lack motivation to employees and also uncertain career paths and no reward system. This certainly can affect the performance of employees to be able to achieve the targets that have been set. In addition to motivation, work discipline is also a factor that affects employee performance. Obtained data on employee attendance in 2022 of 2.10% of employees who were absent in the first quarter, while in the second quarter there were 4.81% of employees who were absent with various statements of illness, permission and no information (Source HRD PT. Nikkatsu Electric Works). Workload is also a factor that can affect the level of performance.

Based on the background of the problems that have been described, the purpose of this study was to determine the effect of work motivation, work discipline and workload on the performance of employees of PT. Nikkatsu Electric Works in Bandung.

The formulation of the problem in this study is to see how much influence work motivation,

work discipline and workload have on employee performance at PT. Nikkatsu Electric Works in Bandung.

## Theoretical Basis

### Work motivation

According to Hasibuan (2006: 141) motivation is important because motivation is something that causes, distributes, and supports human behavior so that they want to work hard and enthusiastically achieve optimal results. It is clear that the motivation that becomes the main basis for someone entering various organizations is in the context of the person's efforts to enter into various needs, both political, economic, social and various other needs that are increasingly complex. According to Danin (2004) motivation is a change in energy within (personal) a person which is characterized by the emergence of feelings and reactions to achieve goals.

### Work Discipline

According to Agustini (2019: 89) Work discipline is an attitude of obedience to the rules and norms that apply in a company in order to increase the firmness of employees in achieving company goals. As for indicators of low employee work discipline according to Nitiseminto in Rivai (2012), namely;

1. The decline in work productivity, one of the indications of low work discipline is shown by the decrease in work productivity. Decreased productivity due to laziness, work delays and so on.
2. A high level of absenteeism, if the employee's work discipline decreases, it can be seen from the level of attendance of employees at work not on time coming and going home.
3. The existence of negligence in completing work, the low work discipline of employees can be seen by the frequent occurrence of negligence so that it can cause delays in completing work. It can be seen that employees do not use them effectively and efficiently in completing work.

### Workload

Workload consists of physical workload and mental workload. Physical workload is defined as

the human reaction to external physical work. Physical workload belongs to external workload, which comes from the work being done (Ariati&Dewantari, 2011: 103). Mental workload is an indicator of the amount, attention or mental demands needed to complete a job. (Purwaningsih& Sugianto, 2007).

### Employee performance

Low performance is an example that reflects the company's failure to develop employees who meet serious standards for the company if employee performance is not immediately improved. According to Sutrisno (2016), performance is the success of people in carrying out tasks, work results that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities or about how a person is expected to function and behave according to the tasks assigned to him as well as the quantity, quality and time used in carrying out tasks. Mangkunegara (2013) explains, specifically the purpose of performance appraisal is as follows:

1. Increase mutual understanding between employees about performance requirements.
2. Recording and acknowledging the results of an employee's work, so that they are motivated to do better, or at least achieve the same as previous achievements.
3. Provide opportunities for employees to discuss their desires and aspirations and increase awareness of their career or job.
4. Defining or reformulating future goals, so that employees are motivated to excel according to their potential.
5. Examine the implementation and development plan according to the needs, training, and then approve the plan.

### Research Methods

According to Sugiyono (2017) said that the research method is a scientific way to obtain data with specific purposes and uses. The research method is also a theoretical analysis of a way or method. Research is a systematic investigation to increase a number of knowledge, it is also a systematic and organized effort to examine a particular problem that requires an answer. This

type of research is descriptive quantitative. According to Sugiyono (2017: 10) descriptive research is research that is carried out to determine the value of an independent variable, either one variable or more (independent) without making comparisons, or connecting with other variables. In the study of the Effect of Work Motivation, Work Discipline and Workload on Employee Performance obtained by distributing

questionnaires with the population of employees of PT. Nikkatsu Electric Works part of Transformers as many as 100 people. Data analysis using the SPSS 25 program.

**Results and Discussion**

**Descriptive Statistical Analysis**

Descriptive Statistics							
	N	Range	Minimum	Maximum	Means	std. Deviation	Variances
X1	100	8	12	20	15.40	1934	3,742
X2	100	8	12	20	16.47	1942	3,771
X3	100	15	5	20	12.56	3,793	14,388
Y	100	9	11	20	15.04	2.102	4,418
Valid N (listwise)	100						

Source: SPSS output 25, data will be processed in 2023

The dependent variable here is employee performance. Data on this variable was collected by compiling a questionnaire which was distributed directly to a total of 100 respondents. Based on the table above, the average value of the total 100 respondents studied was 15.04, the standard deviation was 2.102, the minimum value was 11, and the maximum value was 20.

Work motivation in this study is an independent variable. Data on this variable was obtained by distributing questionnaires to 100 respondents. Based on the table above, it is known that a total of 100 respondents who were examined had an average value of 15.40, a standard deviation of 1.934, a minimum value of 12 and a maximum value of 20.

Work discipline in this study is an independent variable. Data on this variable was obtained by

distributing questionnaires to 100 respondents. Based on the table above, it is known that a total of 100 respondents who were examined had an average value of 16.47, a standard deviation of 1.942, a minimum value of 12 and a maximum value of 20.

Workload in this study is an independent variable. Data on this variable was obtained by distributing questionnaires to 100 respondents. Based on the table above, it is known that a total of 100 respondents who were examined had an average value of 12.56, a standard deviation of 3.793, a minimum value of 5 and a maximum value of 20.

**Classic assumption test**

**Normality test**

One-Sample Kolmogorov-Smirnov Test		
N		Unstandardized Residuals
		101
Normal Parameters, b	Means	.0000000
	std. Deviation	1.68276697
Most Extreme Differences	absolute	.103
	Positive	.072
	Negative	-.103
Kolmogorov-Smirnov Z		1036
asyp. Sig. (2-tailed)		.234
a. Test distribution is Normal.		
b. Calculated from data.		

Source: SPSS output 25, data will be processed in 2023

One sample Kolmogorov-Smirnov test is used in carrying out the normality test in this study. If the significant asymp value (2-tailed) is greater if it is aligned with the alpha value which is at 0.05, then it can be seen that the tested data is normally distributed. The results of the normality test

performed here show that the data is normally distributed. The proof comes from the significance asymp value (2-tailed) which is indicated by a value of 0.234, in the sense that it is greater than 0.05.

**Multicollinearity Test**

Coefficients <sup>a</sup>							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	std. Error	Betas			tolerance	VIF
1	(Constant)	6,295	1919		3,281	.001	
	X1	.419	.104	.386	4,032	.000	.722
	X2	.225	.109	.208	2071	.041	.657
	X3	-.112	.048	-.202	-2,355	.021	.895

a. Dependent Variable: Y

Source: SPSS output 25, data will be processed in 2023

The multicollinearity test is a form of testing whether free correlation is found in the regression model. Correlation between independent variables will not occur if it is known that the regression model is good. In order to know about multicollinearity, whether it exists or not, it can be seen through a large Tolerance or VIF (Variance Inflation Factor) value. Selected variability will be measured through tolerance where other independent variables are not explained. If the VIF is known to be greater than 10, the tolerance value is known to be less than 0.10, which is a general value that can be used, where if this happens, multicollinearity will also occur. Conversely, if what happens is that the VIF is known to be less than 10, the tolerance value is known to be greater than 0.10,

Based on the table, it is known that the tolerance value for the variable Work Motivation (X1) is (0.722), Work Discipline (X2) is (0.657), and Workload (X3) is (0.895) or all > 0.10 which means there is no correlation between the independent variables. Thus it can be said that there is no multicollinearity in the independent variables. The results of calculating the VIF value of Work Motivation (X1) is (1.384), Work Discipline (X2) is (1.521), and Workload (X3) is (1.117) < 10.00. So it can be concluded that there is no multicollinearity in the independent variables in the regression model.

**Autocorrelation Test**

Summary model <sup>b</sup>					
Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	.599a	.359	.339	1,709	2,256

a. Predictors: (Constant), X3, X1, X2  
b. Dependent Variable: Y

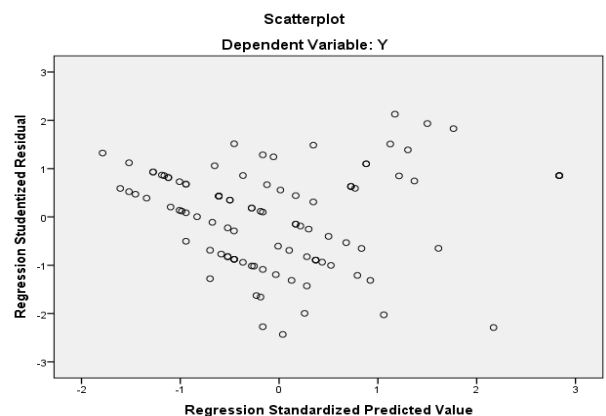
Source: SPSS output, data will be processed in 2023

Based on the table above, a Durbin Watson value of 2.256 is obtained. Furthermore, this value is compared with the value of the Durbin Watson table on significance with the formula (K: N) while the number of independent variables is 3 or "K" = 3, while the number of samples is "N" = 100, then (K: N) = (3: 100), it is found that the DU value is: 1.737 and the 4-DU value is 2.262. The Durbin Watson (DW) value is 2.256. This value is greater than DU and smaller than 4-DU, so it is proven that there is no autocorrelation so that the data can be used for further analysis.

**Heteroscedasticity Test**

From the Scatterplot graph it can be seen that the points spread randomly. According to Ghozali (2018: 178), the basis for the analysis of the plot graphs above is if there are certain regular patterns, such as: wavy and widens then narrows, then this indicates that

heteroscedasticity has occurred, otherwise it indicates homoscedasticity. So, it can be concluded that there is no heteroscedasticity, so the regression model is feasible to use to predict based on the input of work motivation, work discipline, workload, and employee performance.



**Multiple Linear Regression Analysis**

Coefficientsa						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	std. Error	Betas			
1	(Constant)	6,295	1919		3,281	001
	X1	.419	.104	.386	4,032	.000
	X2	.225	.109	.208	2071	041
	X3	-.112	048	-.202	-2,355	.021

a. Dependent Variable: Y

Source: SPSS output 25, data will be processed in 2023

Based on the table above, the regression model obtained is as follows:  $Y = 6,295 + (0.419) X1 + 0.225 X2 + 0.112 X3$

Information :

- Y = Employee Performance
- X1 = Work Motivation
- X2 = Work Discipline
- X3 = Workload

From the regression equation above it can be explained as follows:

- a. A constant of 6,295 means that if X1 Work Motivation, X2 Work Discipline, X3 Workload, and Employee Performance (Y) are 0, then Employee Performance (Y) will have a value of 6,295
- b. The coefficient of work motivation variable (X1) is 0.419, meaning that for every increase in the work motivation variable by 1 unit, the employee's

performance will increase by 0.419 units assuming other variables do not change or are constant.

- c. The coefficient of work discipline variable (X2) is 0.225, meaning that for every increase in the work discipline variable by 1 unit, the employee's performance will increase by 0.225 units assuming other variables do not change or are constant.
- d. The workload variable coefficient (X3) is -0.112, meaning that for every increase in the workload variable by 1 unit, there will be a decrease in employee performance of -0.112 units assuming other variables do not change or are constant.

**Hypothesis testing**

**Partial Test (T-test)**

Coefficientsa						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	std. Error	Betas			
1	(Constant)	6,295	1919		3,281	001
	X1	.419	.104	.386	4,032	.000
	X2	.225	.109	.208	2071	041
	X3	-.112	048	-.202	-2,355	.021

a. Dependent Variable: Y

Source: SPSS output 25. Data will be processed in 2023

- 1) Based on the table above, significant data is obtained on the work motivation variable of 0.000 ( $0.000 < 0.05$ ), meaning that work motivation has an influence on employee performance. So it can be concluded that there is a positive and significant influence partially between work motivation on employee performance.
- 2) Based on the table above, the work discipline variable has a significance value of 0.041 ( $0.041 < 0.05$ ), meaning that work discipline has an influence on employee

performance. So it can be concluded that there is a partial positive and significant relationship between work discipline and employee performance.

- 3) Based on the table above, a significant value of the workload variable is obtained by 0.021 ( $0.021 < 0.05$ ), meaning that workload has an influence on employee performance. So it can be concluded that there is a positive and significant effect partially between workload on employee performance.

ANOVA <sup>a</sup>						
Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	144,315	3	48.105	22,308	.000b
	residual	209,170	97	2.156		
	Total	353,485	100			
a. Dependent Variable: Y						
b. Predictors: (Constant), X3, X1, X2						

Simultaneous Test (F-test)

Source: SPSS output 25, data will be processed in 2023

Based on the table above, the calculated F is 22,308 with a significance value of 0.000 or less than the degree of confidence ( $\alpha$ ) of 5%.

Thus the research hypothesis which states that

work motivation, work discipline and workload simultaneously affect employee performance, must be accepted statistically.

#### Coefficient of Determination R<sup>2</sup>

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.599a	.359	.339	1,709
a. Predictors: (Constant), X3, X1, X2				

Source: SPSS output, data will be processed in 2023

Based on the calculation results in the table above it can be explained that the coefficient of determination is 0.339, this means that 33.9% of the Employee Performance variable can be explained by the variables in this study, namely work motivation, work discipline, workload while the remaining 66.1% is explained by other variables not included in this study.

that the positive influence is owned by the variable work motivation to employee performance. Through this explanation, it can be concluded that if work motivation in an organization where it is indicated that the better or higher the employee performance will be the better or higher.

#### The Effect of Work Discipline on Employee Performance at PT. Nikkatsu Electric Works in Bandung

Through the second hypothesis in the research proposed, it can be seen that there is an influence of work discipline on employee performance at PT. Nikkatsu Electric Works Bandung City. This can be proven through the results of the analysis which shows that the magnitude of significance is 0.041 which is smaller than the value of 0.05, which means that the individual work discipline variables affect employee performance. So it can be concluded that work discipline as a condition of employee self-control and orderly behavior if it gets better, it will have an impact on improving employee performance at PT. Nikkatsu Electric Works Bandung City.

The results obtained through this study also support the research that was previously conducted by Dian(2023) and Dika et al(2023) where through research it is stated that the positive influence is owned by the variable work discipline to employee performance. Through this presentation, it can be concluded that good work discipline in an

## Discussion

### The Effect of Work Motivation on Employee Performance at PT. Nikkatsu Electric Works in Bandung

Through the first hypothesis in the proposed research, it can be seen that there is an influence of work motivation on employee performance at PT. Nikkatsu Electric Works Bandung City. This can be proven through the results of the analysis which shows that the magnitude of significance is 0.000 which is smaller when compared to the value of 0.05, which means that the individual work motivation variables affect employee performance. So it can be concluded that the better work motivation will have an impact on improving employee performance at PT. Nikkatsu Electric Works Bandung City.

The results obtained through this research also support the research that was previously conducted by Suci & Winda(2023) and Gaby et al(2022) where through research it is stated

organization maa will be good anyway employee performance.

### **Effect of Workload on Employee Performance at PT. Nikkatsu Electric Works in Bandung**

Through the third hypothesis in the research proposed, it can be seen that there is an effect of workload on employee performance at PT. Nikkatsu Electric Works Bandung City. This can be proven through the results of the analysis which shows that the magnitude of significance is 0.021 which is smaller than the value of 0.05, which means that the individual load variables affect employee performance. So it can be concluded that, if the workload is appropriate by setting work standards that are in accordance with the potential of the workforce and with the relevant working time, then will have an impact on improving employee performance at PT. Nikkatsu Electric Works Bandung City.

The results obtained through this research also support the research that was previously conducted by Sri & Catur (2023) and Restiani (2023) where through research it is stated that variable influential workload to employee performance. Through this presentation, it can be concluded that appropriate workload will improve employee performance

### **The Effect of Work Motivation, Work Discipline and Workload on Employee Performance at PT. Nikkatsu Electric Works Bandung City**

Through the fourth hypothesis in the research proposed, it can be seen that there is an influence that the work motivation and work discipline variables have on employee performance variables at PT. Nikkatsu Electric Works Bandung City. This can be proven through the results of the analysis which shows the magnitude of significance, which is 0.000 less when compared to value 0.05. So it can be concluded that work motivation (X1), work discipline (X2) and workload (X3) simultaneously proved to have a significant effect on employee performance (Y).

### **Conclusion**

Through the results of research that has been described on the implementation of previous

research located in PT. Nikkatsu Electric Works Bandung City which discusses the effect of work motivation, work discipline and workload on employee performance, several conclusions are obtained, namely:

1. Employee motivation PT. Nikkatsu Electric Works Bandung City has a significant effect on employee performance, as evidenced by the results of the calculation of work motivation of 0.419 and has a significance level of 0.000, which can be concluded that there is a positive and significant influence between work motivation on employee performance. Furthermore, work discipline has a significant influence on employee performance. It can also be seen that the results of work discipline calculations are 0.225 and have a significance level of 0.041.
2. So it can be concluded that there is a positive and significant influence between work discipline on employee performance.
3. Then the workload variable also has a significant influence on employee performance. It can also be seen that the results of the calculation of work discipline are 0.112 and have a significance level of 0.021. So it can be concluded that there is a positive and significant influence between workload on employee performance.
4. Simultaneously, work motivation, work discipline and workload also affect employee performance. This can be seen through the results of the f test, where it is known that the significance value is 0.000, where the value is smaller than 0.05 and followed by obtaining an F count with the number 22,308.
5. So it can be concluded that work motivation, work discipline and workload have a partial or simultaneous effect on employee performance.

### **Limitations**

The limitations or obstacles faced by researchers are (1) this study cannot be averaged for all variables that exist in PT. Nikkatsu Electric Works Bandung City (2) This study only took a sample of 100



respondents from a population of 300 employees.

### Suggestion

Through the research results that have been described, the author would like to provide suggestions for related companies and subsequent research, which will be carried out, namely:

1. It is hoped that it will further expand the sample so that the results obtained can be drawn conclusions that are more general and representative in nature
2. Can add research variables to test these variables on employee performance.
3. Companies must provide motivation or input to employees so they know what needs to be done and improved.
4. Companies must provide a reward system to employees who work well and can exceed targets.

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