

**PENGARUH DISIPLIN KERJA DAN BEBAN KERJA TERHADAP
KINERJA KARYAWAN PT. KIANJAYA MACHINERY DI KOTA BANDUNG**

ABSTRACT

This study aims to analyze the effect of work discipline and workload on employee performance at PT. Kianjaya Machinery in Bandung City. The background of this study is based on significant fluctuations in employee absenteeism rates (peaking above 40% in April 2024) and the instability of the company's sales throughout 2024, which indicate problems with employee performance. The pre-survey showed that 62.23% of employees felt that their performance was not optimal, 60% showed a lack of work discipline (being late and postponing tasks), and 60% felt a high workload, both mentally and physically. Therefore, this study was conducted to describe the conditions of work discipline, workload, and employee performance, and to measure how much influence work discipline and workload, both partially and simultaneously, have on employee performance at PT. Kianjaya Machinery. The research method used is descriptive and verification analysis with a quantitative approach. Data were collected through questionnaires distributed to 42 employees of PT. Kianjaya Machinery. Data analysis techniques include multiple linear regression, correlation coefficient analysis, and determination coefficient analysis using IBM SPSS. The research findings show that work discipline and workload positively and significantly affect employee performance. The regression equation obtained is $Y = 1.091 + 0.254 (X_1) + 0.378 (X_2)$. The relationship between work discipline and employee performance is classified as "strong" (0.618), while the relationship between workload and employee performance is classified as "very strong" (0.808). Simultaneously, work discipline and workload contribute 65.3% to employee performance, while the remaining 34.7% is influenced by other variables not examined in this study.

Keywords: Work Discipline, Workload, and Employee Performance

PENGARUH DISIPLIN KERJA DAN BEBAN KERJA TERHADAP KINERJA KARYAWAN PT. KIANJAYA MACHINERY DI KOTA BANDUNG

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja dan beban kerja terhadap kinerja karyawan PT. Kianjaya Machinery di Kota Bandung. Latar belakang penelitian ini didasari oleh fluktuasi signifikan dalam tingkat ketidakhadiran karyawan (mencapai puncaknya di atas 40% pada April 2024) dan ketidakstabilan penjualan perusahaan sepanjang tahun 2024, yang mengindikasikan adanya permasalahan pada kinerja karyawan. Pra-survei menunjukkan bahwa 62,23% karyawan merasa kinerja mereka belum optimal, 60% menunjukkan kurangnya disiplin kerja (terlambat dan menunda tugas), dan 60% merasakan beban kerja yang tinggi, baik secara mental maupun fisik. Oleh karena itu, penelitian ini dilaksanakan untuk mendeskripsikan kondisi disiplin kerja, beban kerja, dan kinerja karyawan, serta mengukur seberapa besar pengaruh disiplin kerja dan beban kerja, baik secara parsial maupun simultan, terhadap kinerja karyawan di PT. Kianjaya Machinery. Metode penelitian yang digunakan adalah analisis deskriptif dan verifikatif dengan pendekatan kuantitatif. Data dikumpulkan melalui kuesioner yang disebarakan kepada 42 karyawan PT. Kianjaya Machinery. Teknik analisis data meliputi regresi linear berganda, analisis koefisien korelasi, dan analisis koefisien determinasi menggunakan IBM SPSS. Temuan penelitian menunjukkan bahwa disiplin kerja dan beban kerja secara positif dan signifikan memengaruhi kinerja karyawan. Persamaan regresi yang diperoleh adalah $Y = 1.091 + 0.254 (X1) + 0.378 (X2)$. Hubungan antara disiplin kerja dan kinerja karyawan tergolong "kuat" (0.618), sedangkan hubungan antara beban kerja dan kinerja karyawan tergolong "sangat kuat" (0.808). Secara simultan, disiplin kerja dan beban kerja berkontribusi sebesar 65.3% terhadap kinerja karyawan, sementara 34.7% sisanya dipengaruhi oleh variabel lain yang tidak diteliti dalam studi ini.

Kata kunci: Disiplin Kerja, Beban Kerja, dan Kinerja Karyawan