

**THE EFFECT OF WORKLOAD AND WORK ENVIRONMENT TOWARD WORKERS  
PERFORMANCE IN DINAS ENERGI DAN SUMBER DAYA MINERAL DAERAH PROVINSI  
SULAWESI UTARA DURING COVID-19 PANDEMIC**

*PENGARUH DARI BEBAN KERJA DAN LINGKUNGAN PEKERJAAN TERHADAP PERFORMA PEKERJA  
DI DINAS ENERGI DAN SUMBER DAYA MINERAL DAERAH PROVINSI SULAWESI UTARA SAAT  
PANDEMI COVID-19*

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**Abstract:** The conditions of workers that can get heavy workload and need to face work environment also have other aspect that need to be considered in form of Covid-19 pandemic that happen currently. In the current situation; these workers need to work in an unprecedented condition. The main problem within this paper is regarding the employee performance that can be affected by workload and work environment, not only with those 2 aspects but the existence of Covid-19 pandemic that still looming until now create new layers of problems that may affect the performance of workers. This study is a quantitative study and uses multiple linear regression method. The findings of this study shows that the independent variables which are Workload and Work Environment simultaneously affect the Workers Performance. Workload and Work Environment act as separate independent variables also affect the Workers Performances. Based on the result, the researcher provided several recommendations which are: superiors are expected to give sufficient amount of workload to every employee, meaning that workload cannot be higher than the capability of the workers. Also, further improvement in terms of facilities can be done by the company.

**Keywords:** Workload, work environment, workers performance

**Abstrak:** Keadaan pekerja saat ini yang memiliki beban kerja berat dan menghadapi lingkungan kerja yang ada juga harus menghadapi adanya pandemic Covid-19 yang terjadi. Dalam situasi ini para pekerja dihadapkan dengan keadaan yang tidak terduga, permasalahan utama dalam penelitian ini adalah untuk melihat apakah performa pegawai dapat dipengaruhi oleh beban kerja dan juga tempat bekerja. Tidak hanya 2 aspek itu namun juga keberadaan dari pandemi Covid-19 memberikan permasalahan baru yang mungkin bisa memberi dampak kepada performa pegawai. Penelitian ini menggunakan metode kuantitatif dan metode linear berganda, dalam penelitian ini ditemukan bahwa variabel seperti beban kerja dan lingkungan kerja secara bersamaan mempengaruhi performa pekerja. Selain itu secara partial kedua variabel ini juga mempengaruhi performa kerja yang ada, berdasarkan hasil ini peneliti memberikan beberapa rekomendasi seperti para pemimpin diharapkan bisa memberi beban kerja yang cukup. Artinya tidak terlalu sedikit dan tidak melebihi kemampuan dari pekerja, selain itu pengembangan fasilitas yang ada juga dapat dilakukan untuk kedepannya.

**Kata kunci:** Beban kerja, lingkungan bekerja, performa pegawai

## INTRODUCTION

### Research Background

During the time of work for employees; there are 2 aspects that will eventually happen that caused by gradual effect of the work itself. The first one is regarding the workload of the employees and the second one is

about work environment; both have pivotal effect toward the employees or workers of the company. Workload talks about the amount of work that need to be done by the employees; with everyday filled with different types of works meaning that the amount of work can eventually piled up and create workload for the workers. There is a distinction between the actual amount of work and the individual's perception of the workload (Altatoooh, 2018). Workload can also be classified as quantitative (the amount of work to be done) or qualitative (the difficulty of the work). The main problem will be about how to employees can handle the workload that they currently have; there are positive and negative effect that can happen considering how the workers react toward the workload itself.

The second aspect which will be found by the workers everyday is regarding the work environment, the very place workers will do their jobs and do interactions with all the people within the company. A workplace basically is a location where someone works for their employer, a place of employment. Such as a place can range from a home office to a large office building or factory. For industrialized societies, the workplace is one of the most important social spaces other than the home, constituting a central concept for several entities: the worker and his/her family, the employing organization, the customers of the organization, and the society as a whole (Duru and Shimauwa, 2017). The development of new communication technologies has led to the development of the virtual workplace or remote workplace, a workplace that is not located in any one physical space. Regardless of the evolution of work environment nowadays; in the end the effect can be found toward the employees' way of work or results as well. Considering the psychological aspects of human being and their interactions; these interactions within work environment are bound to give impact toward the employees.

These 2 aspects eventually play part toward one of the most important part of the workers which is their own performance, a good employee can be measured on how good the performance during their work. Work performance specifically talk about how well the employees do their tasks, jobs, meet certain criteria within the company and also meet the objectives that given by the superiors of the company. Work performance assesses whether a person performs a job well. Work performance, studied academically as part of industrial and organizational psychology, also forms a part of human resources management. Performance is an important criterion for organizational outcomes and success (Semaksiani, Handaru and Suryanti, 2019). Work performance also regarded as an individual-level variable, or something a single person does. The performance of the workers can make of break the company as a whole, because in the end company rely heavily on its employee in order to reach their goals in the future. The main problems happen when the amount of workload is too much for the workers and work environment that cannot support the employees work; eventually it will give impact toward the workers' performance.

Dinas Energi dan Sumber Daya Mineral Daerah Provinsi Sulawesi Utara is one of the parts of government that can heavily help the society in term of energy and mineral resources, which is pivotal for the people and also for companies. The main jobs for the workers in this office are creating technical rules and laws regarding resources, planning and coordinating the implementation of resource's workers, helping the province government to serve the public in terms of energy and mineral resources, also do additional works that can be given directly by the government. The explanation shows that these workers eventually have many sets of works which can get piled up if not done properly, the work environment also can be diverse because of the people within that came from different backgrounds as well.

The conditions of workers that can get heavy workload and need to face work environment also have other aspect that need to be considered in form of Covid-19 pandemic that happen currently. In the current situation; these workers need to work in an unprecedented condition. The Covid-19 pandemic that already spread all across the world; it includes Indonesia and moreover Manado in this particular case. All types of businesses got the impact from the pandemic because it affects all part of the society in the end, many are shuttered, and far more face cash flow constraints, raising questions about just how many will survive the current condition. Not only in businesses but the pandemic also affects the workers in the office; the workers and leaders of the companies need to do their work in a different way. The government already gives many types of solution such as the idea of work from home and also the usage of video conference, but it is not enough to enhance the performance of the employees.

The main problem within this paper is regarding the employee performance that can be affected by workload and work environment, not only with those 2 aspects but the existence of Covid-19 pandemic that still looming until now create new layers of problems that may affect the performance of workers. As already explained that companies rely heavily on their workers, not only for the business but also workers on the governmental levels as well. It is a phenomenon right now where people can only work from home but still get problems regarding workload and also work environment, this alone makes an important conclusion on why a research

regarding these variables in this certain period of time needed to be done. The research aims to gain more comprehensive understanding in regarding the impact of workload and work environment toward the employee's performance during the pandemic era; in this particular case are the workers of Dinas Energi dan Sumber Daya Mineral Daerah Provinsi Sulawesi Utara.

### **Research Objectives**

The research objectives are:

1. To analyze the impact of workload and work environment toward workers performance during the pandemic simultaneously
2. To analyze the impact of workload toward the workers performance during the pandemic
3. To analyze the impact of work environment toward workers performance during the pandemic

## **THEORETICAL FRAMEWORK**

### **Human Resource Management**

Human resource management (HRM or HR) is the strategic approach to the effective management of people in a company or organization such that they help their business gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objectives. Human resource management is primarily concerned with the management of people within organizations, focusing on policies and systems. HR departments are responsible for overseeing employee-benefits design, employee recruitment, training and development, performance appraisal, and reward management, such as managing pay and Employee benefits benefit systems. HR also concerns itself with organizational change and industrial relations, or the balancing of organizational practices with requirements arising from collective bargaining and governmental laws. The overall purpose of human resources (HR) is to ensure that the organization is able to achieve success through people. HR professionals manage the human capital of an organization and focus on implementing policies and processes. They can specialize in finding, recruiting, training, and developing employees, as well as maintaining employee relations or benefits. Training and development professionals ensure that employees are trained and have continuous development. This is done through training programs, performance evaluations, and reward programs (Jain and Kaur, 2014). Employee relations deals with the concerns of employees when policies are broken, such as cases involving harassment or discrimination. Managing employee benefits includes developing compensation structures, parental leave programs, discounts, and other benefits for employees.

### **Workload**

Workload talks about the amount of work that need to be done by the employees; with everyday filled with different types of works meaning that the amount of work can eventually piled up and create workload for the workers. There is a distinction between the actual amount of work and the individual's perception of the workload. Workload can also be classified as quantitative (the amount of work to be done) or qualitative (the difficulty of the work). In an occupational setting, dealing with workload can be stressful and serve as a stressor for employees. There are three aspects of workload that can be stressful which are Quantitative workload or overload means having more work to do than can be accomplished comfortably, Qualitative workload means having work that is too difficult, and Underload means having work that fails to use a worker's skills and abilities (Fan and Smith, 2017). Workload has been linked to a number of strains, including anxiety, physiological reactions such as cortisol, fatigue, backache, headache, and gastrointestinal problems. Workload as a work demand is a major component of the demand-control model of stress. This model suggests that jobs with high demands can be stressful, especially when the individual has low control over the job. In other words, control serves as a buffer or protective factor when demands or workload is high. This model was expanded into the demand-control-support model that suggests that the combination of high control and high social support at work buffers the effects of high demands. As a work demand, workload is also relevant to the job demands-resources model of stress that suggests that jobs are stressful when demands (e.g., workload) exceed the individual's resources to deal with them.

### **Brand Image**

Work Environment or workplace basically is a location where someone works for their employer, a place of employment. Such as a place can range from a home office to a large office building or factory. For

industrialized societies, the workplace is one of the most important social spaces other than the home, constituting a central concept for several entities: the worker and his/her family, the employing organization, the customers of the organization, and the society as a whole (Altatoo, 2018). The development of new communication technologies has led to the development of the virtual workplace or remote workplace, a workplace that is not located in any one physical space. Work environment mainly talk about the physical place where individuals meet and strive for the same goal of a certain group, cases such as organizations or companies that look for profit for instance.

### **Workers Performance**

Work performance specifically talk about how well the employees do their tasks, jobs, meet certain criteria within the company and also meet the objectives that given by the superiors of the company. Work performance assesses whether a person performs a job well. Work performance, studied academically as part of industrial and organizational psychology, also forms a part of human resources management. Performance is an important criterion for organizational outcomes and success (Duru and Shimauwa, 2017). Work performance also regarded as an individual-level variable, or something a single person does. There are several key features to work performance which help clarify what job performance means. Performance as behavior, which is something done by an employee. This concept differentiates performance from outcomes. Outcomes result partially from an individual's performance, but they are also the result of other influences. In other words, there are more factors determine outcomes than just an employee's behaviors and actions. Performance needs to be under the individual's control, regardless of whether the performance of interest is mental or behavioral. The difference between individual controlled action and outcomes is best conveyed through an example. In a sales job, a favorable outcome is a certain level of revenue generated through the sale of something (merchandise, or some service such as insurance). Revenue can be generated or not, depending on the behavior of employees. When the employee performs this sales job well, he is able to move more merchandise. However, certain factors other than employees' behavior influence revenue generated. For example, sales might slump due to economic conditions, changes in customer preferences, production bottlenecks, etc. In these conditions, employee performance can be adequate, yet sales can remain low.

### **Previous Research**

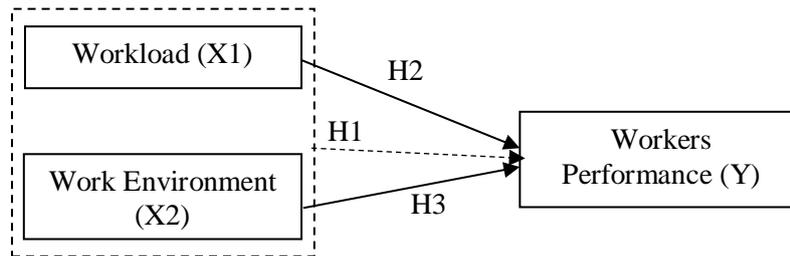
Munandar, Musnadi and Sulaiman (2018) investigated the effect of work stress, workload and work environment on job satisfaction and its impact on the employee performance of DPMPSTSP Aceh. The sample of the study is 138 civil servants of the institution. Data collected by questionnaire, and structural equation model (SEM) is operationalized to analyze the data. The study found that work stress has a negative and significant effect on job satisfaction and employee performance. On the contrary, both workload and work environment have a positive and significant effect on job satisfaction and employee performance. Furthermore, job satisfaction has a positive and significant impact on employee performance. The existence of job satisfaction mediates the effect of workload and work environment on employee performance. Conversely, the variable doesn't mediate the effect of work stress on employee performance.

Harini, Sudarijati and Kartiwi (2018) determined the effect of workload and work environment on employee performance housekeeping. The population and sample are 40 employees of the housekeeping section of LORIN Sentul Hotel Bogor. Data collected through questionnaires and interviews. The instrument test is performed with validity and reliability. Analysis of research data includes multiple regression analysis, correlation as well as signification test simultaneously and partially. Based on the results of multiple regressions analysis workload and work environment have a positive and significant impact on performance and results Ftest, states that simultaneously workload and work environment effect on employee performance housekeeping. While the t-test results indicate that workload and work environment partially affect a positive significant the employee performance of housekeeping. Increased workload within the limits of the ability of employees can improve employee performance. Work environment improvements can improve housekeeping performance.

Susiarty, Suparman and Suryatni (2019) examined and analyzed the effect of workload and work environment on job stress and its impact on the performance of nurse inpatient rooms at Mataram city general hospital. This type of research is kusal. Respondents were all employees whose status as a nurse on the inpatient unit Mataram City Regional Hospital as many as 128 nurses. Data collection used by questionnaires. Data analysis and hypothesis testing is done with the approach of this study Partial Least Square (PLS) using software SmartPLSversi 3.0. The results showed that (1) Workload has a positive and significant impact on Job Stress. (2) Working Environment has a negative and significant impact on Job Stress. (3) Workload has a negative effect but

no significant effect on performance. (4) Working Environment has a positive and significant impact on performance. (5) Work Stress has a negative and significant impact on performance.

**Conceptual Framework**



**Figure 1. Conceptual Framework**

Source: Data Processed (2022)

**Research Hypothesis**

H<sub>1</sub> : Workload and work environment affect the workers performance simultaneously during the pandemic

H<sub>2</sub> : Workload affect the workers performance during the pandemic

H<sub>3</sub> : Work environment affect the workers performance during the pandemic

**RESEARCH METHOD**

**Research Approach**

This is a quantitative research that emphasizes objective measurements and the statistical, mathematical, or numerical analysis of data collected through polls, questionnaires, and surveys, or by manipulating pre-existing statistical data using computational techniques. Survey method used as the source of primary data by distributing questionnaire to find out the direct influence of workload and work environment on workers performance.

**Population, Sample, and Sampling Technique**

The population in this research is workers of Dinas Energi dan Sumber Daya Mineral Daerah Provinsi Sulawesi Utara. The sample in this research is taken from the whole population of the office; the number is sufficient enough and valid for this type of research. Purposive sampling will be used in this research. Purposive sampling can be defined as identifying and selecting individuals or groups of individuals that are especially knowledgeable about or experienced with a phenomenon of interest.

**Data Collection Method**

The primary data was collect through questionnaires form. The secondary data was obtained from journals, books and relevant literature from library and internet.

**Operational Definition of Research Variables**

**Table 1. Variable Definition**

Variable	Indicators
Workload (X1)	1. Complexity of Job 2. Job Volume 3. Type of Work 4. Job Responsibilities
Work Environment (X2)	1. Physical Environment 2. Non-physical Environment
Workers Performance (Y)	1. Quantity 2. Quality 3. Effectiveness 4. Punctuality

Source: Data Processed, 2022

### Validity and Reliability

Validity test use to measure the obtaining data are in line with the research concept. In other words, the instrument items used to obtain the data is correct and related with the concept of the research that will be conducted. Reliability test use to measure the consistency of instrument items. Reliability test defined as an index that showed how far instrument items can be trusted or dependable.

### Multiple Linear Regression

Multiple Linear Regression is used in this research. Multiple Regression is a correlation coefficient indicates the strength of relationship between two variables, it gives us no idea of how much of the variance in the dependent or criterion variable will be explained when several independent variables are theorized to simultaneously influence it. This analysis is adopted when the researcher has one dependent variable which is presumed to be a function of two or more independent variables. The objective of this analysis is to make a prediction about the dependent variable based on its covariance with all the concerned independent variables.

## RESULT AND DISCUSSION

### Result

#### Validity and Reliability

The validity test of workload (X1), work environment (X2), and workers performance (Y) are all valid. The variable is reliable because the value of Cronbach's Alpha is 0.725 bigger than 0.6.

#### Result of Multiple Linear Regression

**Table 2. Case Processing Summary**

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
1	(Constant)	2.946	1.278		2.305	.000
	Workload (X1)	.133	.114	.353	3.116	.002
	Work Environment (X2)	.355	.112	.130	1.187	.000

Source: Data Processed, 2022

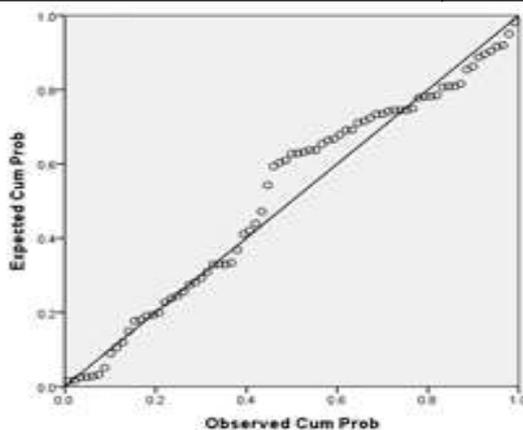
Multiple regression analysis is used to determine the effect of the independent variables on dependent variable. The multiple linear regression equation can be interpreted as the followings. Constant value of 2.946 means that in a condition of *ceteris paribus*, if all independent variables equal to zero, then workers performance (Y) as dependent variable will be 2.946. X1's coefficient value of 0.114 means that if there is one unit increase in workload (X1) then the workers performance (Y) will improve and increase by 0.114. X2's coefficient value of 0.255 means that if there is one unit increase in workers environment (X2) then the workers performance (Y) will improve and increase by 0.255.

**Table 3. Table of R and R Square**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.640 <sup>a</sup>	.410	.376	.815

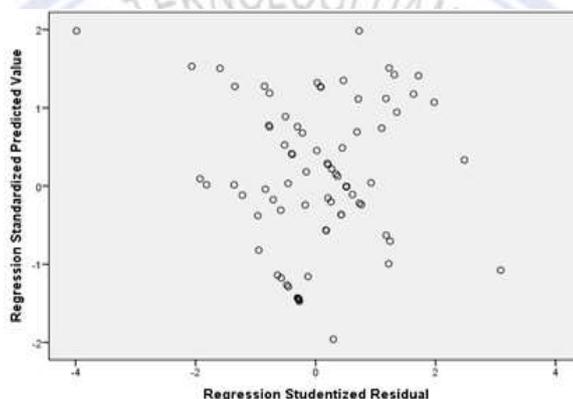
Source: Data Processed, 2022

The coefficient of determination (R<sup>2</sup>) measures the ability of a model in explaining variation of dependent variable. The value of coefficient of determination is between 0 and 1. The coefficient of determination (R<sup>2</sup>) according to the table is 0.410 which shows that the variation of all independent variable explains 41.0% of variation in work performance (Y), while the remaining 59.0% is explained by other factors outside the model or not discussed in this research.



**Figure 2. Normality Test**  
 Source: Data Processed, 2022

Figure 2 shows that the dots are spreading near to the diagonal line and follow the direction of the diagonal line. Therefore, the normality test is accepted which means the data of this research is normally distributed.



**Figure 3. Heteroscedasticity**  
 Source: Processed Data, 2022

Figure 3 shows that the dots are spreading above and below the number zero (0) in the Y axis. This proves that there is no heteroscedasticity in this regression.

**Table 4. Multicollinearity Test Result**

Model	Collinearity Statistics		Status
	Tolerance	VIF	
Workload	0.478	1.227	No Multicollinearity
Work Environment	0.655	1.994	No Multicollinearity

Source: Data Processed, 2022

The table shows the result of multicollinearity test using Variance Inflation Factor (VIF). The tolerance of three independents variable that are Workload (X1) and Work Environment (X2) are >100 in value. The Variance Inflation Factor (VIF) are also <10 in value; means that there is no multicollinearity in this research.

**Table 5. F-Test**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	32.227	2	8.057	12.144	.000 <sup>b</sup>
	Residual	36.440	97	.663		
	Total	78.667	99			

Source: Data Processed, 2022

The table shows the value of Fcount is 12.144. The value of Ftable is found on the F Distribution Table by determining the degree of freedom 1 (numerator) is 4 and degree of freedom 2 (denominator) is 71 with level of significance is 0.05 ( $\alpha = 0.05$ ) and the level of confidence is 95% then Ftable is 2.53. The result is Fcount (12.144) > Ftable (2.53). Therefore, since Fcount is greater than Ftable, Hypothesis 1 is accepted which means the independent variables simultaneously influence the dependent variable significantly

**Table 6. T-Test**

Variable	Tcount	Ttable	Description
Workload	3.116	1.669	Accepted
Work Environment	3.308	1.669	Accepted

Source: Data Processed, 2022

The t-test is used to see the partial influence of each independent variable on the dependent variable. The value of t-count of X1 is 3.116 with the level significant of 0.003. Since the value of tcount = 3.116 > ttable = 1.669 meaning that H2 is accepted. Sig <0.05 means that the confidence of this prediction is above 95% and the probability of this prediction errors is below 5% which is 0.000. The result of this declares that X1 (Workload) partially does have a significant effect on Workers Performance (Y). The value of t-count of X2 is 3.308 with the level significant of 0.001. Since the value of tcount = 3.308 > ttable = 1.669 meaning that H3 is accepted. Sig <0.05 means that the confidence of this prediction is above 95% and the probability of this prediction errors is below 5% which is 0.000. The result of this declares that that X2 (Work Environment) partially has a significant effect on Workers Performance (Y).

## Discussion

Workload talks about the amount of work that need to be done by the employees; with everyday filled with different types of works meaning that the amount of work can eventually piled up and create workload for the workers. There is a distinction between the actual amount of work and the individual's perception of the workload. Workload can also be classified as quantitative (the amount of work to be done) or qualitative (the difficulty of the work). The main problem will be about how to employees can handle the workload that they currently have; there are positive and negative effect that can happen considering how the workers react toward the workload itself.

There are 4 aspects within workload that act as indicators; they are complexity of job, job volume, type of work, job responsibilities. These 4 points are the essence of workload; it can shows the amount of work that need to be done by the employees of Dinas Energi dan Sumber Daya Mineral Daerah Provinsi Sulawesi Utara. The hypothesis about workload shows that it has a positive and significant effect on the workers performance of Dinas Energi dan Sumber Daya Mineral Daerah Provinsi Sulawesi Utara, therefore hypothesis 2 is accepted. This is in-line with the findings from Munandar, Musnadi and Sulaiman (2018) that stated that workload has a positive and significant effect on employee performance; meanings that the amount of workload given to the employees can give different outcome regarding the workers performance.

This happen because workers already have set of works that need to be done in specific amount of time, therefore the amount of workload will be crucial. When the workload becoming too much for the employees, the particular employee may work properly to finish all the assignment given by the superior. The idea of exhaustion and also time management eventually can be found as issue regarding workload and workers performance, workers need to have enough workload and also need to do good time management in order to do everything that has been given by the superior. Given too much workload can cause exhaustion which will be shown in the workers output, it will impacted not only the workers but also the output desired by the company as a whole. Other research done by Harini, Sudarijati and Kartiwi (2018) also shown that increased workload within the limits of the ability of employees can improve employee performance, meaning that workload can also act as a motivation for the workers to do better in their work and do well regarding the responsibilities given to each employees

A workplace basically is a location where someone works for their employer, a place of employment. Such as a place can range from a home office to a large office building or factory. For industrialized societies, the workplace is one of the most important social spaces other than the home, constituting a central concept for several entities: the worker and his/her family, the employing organization, the customers of the organization, and the society as a whole. The development of new communication technologies has led to the development of the virtual workplace or remote workplace, a workplace that is not located in any one physical space. Regardless of the

evolution of work environment nowadays; in the end the effect can be found toward the employees' way of work or results as well. Considering the psychological aspects of human being and their interactions; these interactions within work environment are bound to give impact toward the employees.

2 main indicators of work environment are physical environment and non-physical environment. Work environment itself talks about the place of work/location of the employees from Dinas Energi dan Sumber Daya Mineral Daerah Provinsi Sulawesi Utara, which can be categorized in physical aspect and also non-physical aspect. The hypothesis about work environment does have positive relationship the workers performance, then hypothesis 3 is accepted. This result is in line from theories from Susiarty, Suparman and Suryatni (2019) that stated work environment has a positive and significant impact on performance. It can be seen from the result that work environment can be crucial for workers, it is crucial because work environment is the very place where employees need to do their works and responsibilities. Meaning that the work environment need to be in-line with the idea of effective and efficient, work environment need to support the workers in order to do daily activities. In this particular case is the work environment of Dinas Energi dan Sumber Daya Mineral Daerah Provinsi Sulawesi Utara, the work environment need to be filled with facilities and also co-workers that suited with the employees. These 2 filled the aspect of physical and non-physical aspect of work environment, facilities such as computers and other need to be installed and renewed according to its usage so the highest workers performance can be reached. While non-physical aspect such as sense of team work, harmony between co-workers and other human aspect need to be found within the work environment so the employees can fulfill the deadline or target given by the superiors. Other research stated that work environment not only affect the workers performance but also the productivity, meaning it will give positive outcome for the company as a whole. The result shows that the link between work environment and also workers performance can even determine the sense of productivity of the company for a long run.

## CONCLUSION AND RECOMMENDATION

### Conclusion

1. The independent variables which are Workload and Work Environment simultaneously affect the Workers Performance.
2. Workload as one of independent variables partially have positive relationship and significant effect on Workers Performance as dependent variable.
3. Work Environment as one of independent variable have positive relationship and significant effect on Workers Performance as dependent variable partially.

### Recommendation

1. As discussed above, workload has positive impact toward workers performance. It shows that workers performance also act as one of the major aspect that need to be consider; meanings that attention regarding the amount of workload can be beneficial for the workers performance. Superiors are expected to give sufficient amount of workload to every employees, meaning that workload cannot be higher than the capability of the workers. Amount of workload can be added gradually once the employees already suited with the previous workload given, this will also give a morale boost for the employees because it directly connected with the work life balance of the employees.
2. Work environment have positive relationship and significant effect toward the workers performance; further improvement in terms of facilities can be done by the company. This scenario will bring advantage toward the company because it can give a boost toward the workers that need many facilities in order to do daily activities; while for the employees it can create sense of ease in term of working. Addition of technology such as an updated computers and good internet connection at the office can help the employees in doing their works, in the end employees can reach the target given by the company

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