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Effect of Workload and Organizational Communication on Employee Performance of PT. Abasando Prima Indonesia

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Abstract. Today, the development of technology and science is very rapid in order to create convenience for the community and every company in the world, especially Indonesia. The development of technology in the industrial world began in the 18th century, when agricultural societies became more advanced and urban. In this study the authors took the object of research at PT. Abasando Prima Indonesia with the title Effect of Workload and Communication on Employee Performance. This research uses quantitative methods with descriptive analysis approach and verification. The results of descriptive analysis of the workload stated that it was quite good, organizational communication said it was good enough and the performance was quite high. The verification analysis states that the partial hypothesis of workload has a significant effect on employee performance and organizational communication has a significant effect on employee performance, while simultaneously states that workload and organizational communication have a significant effect on employee performance. Suggestions for companies, namely PT. Abasando Prima Indonesia anticipates the mental burden of employees, PT. Abasando Prima Indonesia anticipates the mental burden of employees and PT. Abasando Prima Indonesia must be able to improve the quality of employees properly, because if the quality of employees is still low it will reduce the employee's performance.

Keywords. Workload, Organizational Communication, Performance

1. Introduction

Nowadays, the development of technology and science is very rapid in order to create convenience for the community and every company in the world, especially Indonesia. The development of technology in the industrial world began in the 18th century, when agricultural societies became more advanced and urban. Transcontinental railroads, steam engines, electricity, and other inventions permanently changed society, the term from this industrial development was named "Industrial Revolution". The meaning of the Industrial Revolution itself is a major change in the way humans produce goods or services. Until now, the Industrial Revolution itself has entered the fourth Industrial Revolution or better known as the Industrial Revolution 4.0.

Along with the development of technology in the industrial world or the Industrial Revolution, science is also very rapidly developing, especially the science of Human Resources which will encourage the activities of every existing industry, because at this time human

resources in a company or government institution are very important. It should be noted that human resources are even considered as the cogs of activity for a company / government agency. This is in accordance with what stated Sedarmayanti (2017) that human resources plays an important role in the running of a company. Because in a company, human resources will be the company's driving system or in other words, a performance system. A good company will always maintain its human resources in order to achieve its goals, meaning that the company needs to maintain the performance of each employee in order to achieve every goal it has, because performance is a success that each individual employee has in carrying out their duties. This is in line with what Mangkunegara (2015) said, performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him and clarified by Sutrisno (2016), performance is the success of a person in carrying out tasks, work results that can be achieved by a person or group of people in an organization according to their respective authority and responsibility or about how someone is expected to function and behave in accordance with what has been charged to him and the quantity, the quality and time spent in performing tasks.

Every company must have its own performance appraisal system, so does PT. Abasando Prima Indonesia, which is a private company that develops its business in the fields of construction, general supply, procurement, IT, and service maintenance which is located at Jalan. Mars Utara VII No.8, Margahayuraya, Bandung. Currently PT. Abasando Prima Indonesia often works on projects or tenders held by government agencies and State-Owned Enterprises. However, PT. Abasando Prima Indonesia did not turn a blind eye to private parties who wanted to cooperate with PT. Abasando Prima Indonesia. One of the BUMNs that has worked with PT. Abasando Prima Indonesia is a weapons manufacturer, namely PT. Pindad and one of the private parties that have worked together, including Grab Indonesia. However, if you look at the employee performance appraisal data from PT. Abasando Indonesia, it is unfortunate that the fluctuations tend to decrease, here is the performance appraisal data conducted by PT. Abasando Prima Indonesia in 2016 to 2019:

Table 1.

Target and Realization of PT. Abasando Prima Indonesia Employee Performance in 2016 to 2019

NO	Indicator	Target(%)	Realization%			
			2016	2017	2018	2019
1	Project Completion Time	100	93	95	98	94
2	Cost Efficiency	100	97	98	95	98
3	Discipline in company regulations	100	93	93	96	91
4	Cooperation	100	94	83	91	90
5	Leadership	100	93	95	91	90
6	Productivity	100	93	97	95	96
7	Responsibility	100	95	92	93	91

Source: PT. Abasando Prima Indonesia (2020)

On the indicator "Discipline in the company regulations" in 2017 and 2018 do not experience a change of 80% and increased in 2019 to 84%, while the indicator QS (Quantity Surveyor) in 2017 reaching out 68% decreased in 2018 to 70%, in 2019 it had increased to 76%, then the "Audit" indicator in 2017 reached 70% then increased in 2018 76% and decreased in 2019 to 75%. However, the employee Royalty and Satisfaction indicators have increased, in 2017 it increased to 83%, in 2018 it increased to 85% then decreased in 2019 to 82%. In the last

indicator, "Employee Responsibilities at Work" tends to decline, in 2017 employee responsibility reached 90% then decreased to 80% in 2018, then increased in 2019 to 95%.

The indicator "Discipline in company regulations" in 2016 and 2017 did not change, namely 93% and increased by 3% in 2018 to 94% then decreased again in 2019 to 91%. Meanwhile, the indicator of "cooperation" in 2016 reached 94%, decreased in 2017 to 83%, in 2018 it had increased to 91% and decreased again in 2019 to 90%. Furthermore, the "leadership" indicator in 2016 reached 93% then increased in 2017 to 95% and decreased in 2018 to 91% and decreased to 90% in 2019. However, the "productivity" indicator has increased, in 2016 employee productivity reached 93%, in 2017 increased to 97% then decreased in 2018 to 95% but could increase again in 2019 to 96%. In the last indicator, "Responsibility" tends to decline, in 2016 employee responsibility reached 95% then decreased to 91% in 2017, then increased to 92% in 2018 but in 2019 decreased again to 91%.

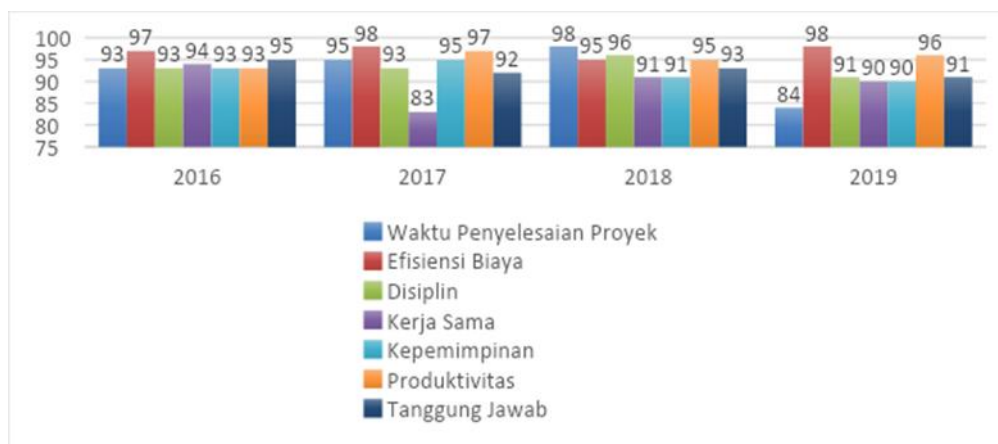


Figure 1.

Target and Realization of Abasando Prima Indonesia Employee Performance in 2016-2019

Source: PT. Abasando Prima Indonesia

Based on Figure 1. the employee performance experienced by PT. Abasando Prima Indonesia is suspected because the workload of employees has not been well managed and organizational communication has not run well within the company. This refers to the research conducted by Ernawati (2019) entitled "The Effect of Workload and Organizational Communication on Employee Performance with Job Satisfaction as a Mediation Variety" explaining that the decline in performance can be caused by the management of the workload of employees that has not been managed properly. and organizational communication that has not been going well. Based on this research, it also explains that if the workload of employees is in accordance with the standards and the communication of each employee has been effective, then the decline in performance can be stopped. This means that the performance of PT. Abasando Prima Indonesia can be stable and even increase if the company can manage workloads according to standards and make employees communicate effectively.

Furthermore, the researcher gets the target and profit realization that is owned by PT. Abasando Prima Indonesia in 2017 to 2019, along with data on target and profit realization owned by PT. Abasando Prima Indonesia:

Table 2.
Target and Profit Realization of PT. Abasando Prima Indonesia 2017 to 2019

Year	Target (IDR)	Realization (IDR)
2017	3,000,000,000	5,789,000,000
2018	7,000,000,000	6,890,000,000
2019	6,500,000,000	7,980,000,000

Source: PT. Abasando Prima Indonesia (2020)

Based on Table 1.2 above, it is clear that in 2017 PT. Abasando Prima Indonesia is able to exceed the expected profit target of the target of Rp. 3,000,000,000 to Rp. 5,789,000,000, then in 2018 it is very unfortunate that PT. Abasando Prima Indonesia has not been able to meet the expected target, the target set is IDR 7,000,000,000 but the company is only able to reach IDR 6,890,000,000.

According to an interview with Mr. Andre as the owner of PT. Abasando Prima Indonesia on March 9, 2020 regarding what factors caused the decline in employee performance and the failure to achieve the profit target set in 2017 were as follows:

1. The high workload of each employee because employees sometimes do work outside their job desk .
2. Flexible working hours but sometimes if there is a project, employees can work more than 8 hours.
3. The target set is not proportional to the total existing employees, this causes the employees to work extra hard to pursue the targets set by the company.
4. Employees always force themselves so that work can be completed on time without paying attention to their physical and mental conditions.
5. Employees always look tired while completing work.
6. Communication between employees in one division within the company can be said to be not good, because employees still feel individual.
7. Communication between divisions has not been going well, this has led to miscommunication between divisions.
8. Information provided by superiors is sometimes not conveyed thoroughly between sections.
9. Employees are difficult to communicate with while at work, this results in important information not being conveyed quickly.
10. Interactions between superiors and subordinates do not go well, because subordinates feel awkward to discuss work with their superiors.

Sunarso (2010) explains that workload is a group or a number of activities that must be completed by an organizational unit or an office holder within a certain period of time. Permendagri No. 12/2008 states that workload is the amount of work that must be carried by a position / organizational unit and is the product of the work volume and the time norm. If the worker's ability is higher than the job demands, a feeling of boredom will arise.

Furthermore, the second factor is organizational communication at PT. Abasando Prima Indonesia is a problem that needs attention too, because based on the results of interviews with the owner of PT. Abasando Prima Indonesia, the communication that occurred can be concluded as not good. Sometimes information is not conveyed comprehensively between departments, it will cause every part of the company to miss information and hinder their work, the difficulty of being invited to communicate is an obstacle to the progress of the information being conveyed thoroughly to each section.

Ruben (2019) explains that communication is an interaction, a symbolic process that requires people to regulate their environment by building human relationships through information exchange to improve performance. Meanwhile, according to Sunyoto (2011) Organizational Communication is a process in which individuals, groups / groups or organizations send various forms of information or messages to other people, groups or organizations. Communication plays a very important role in carrying out activities, because basically humans cannot live alone, humans need help from others, so that communication plays a role as a means of establishing relationships between individuals and individuals, individuals with groups, or groups with groups, thus communication is a basic element in the implementation of human life that mutually influence and exchange information.

Based on the results of several researchers previously known through repositories and other journals it was found that there was a research gap related to the same problem that occurred at PT. Abasando Prima Indonesia, namely workload factors that affect employee performance as follows:

Based on scientific research conducted by Muhammad (2016) entitled "The Effect of Work Environment, Compensation, and Workload on Employee Performance at the Manado City Regional Revenue Service" states that workload results have a positive and significant effect on employee performance.

Mizola (2016) entitled "Effect of Learning Organization, Leadership and Workload on the Performance of Employees of the Central Office of PT. BANK RIAU KEPRI" explains that the main factor of the decline in employee performance is actually influenced by the workload of each employee.

Hasby (2017) with the title "The Effect of Work Conflict, Workload and Communication Against Work Stress for Inpatient Nurses (at RSUD Petala Bumi Pekanbaru)" explains that workload and communication will make employees experience work stress which causes the performance of the nurse. hospitalization has not been maximal.

Referring to the results of interviews conducted with the owner of PT. Abasando Prima Indonesia on March 9, 2019, it is clear that the factor of the fluctuation in employee performance which tends to decline is influenced by 2 factors, namely the high workload of employees and organizational communication at PT. Abasando Prima Indonesia is not yet effective, this is reinforced by previous research which explains that performance is affected by workload and organizational communication. So on this occasion, the researcher will conduct a study entitled "The Effect of Workload and Organizational Communication on Employee Performance (Case Study of Production Employees of PT. Abasando Prima Indonesia)"

2. Theoretical Framework

A. Factors Affecting Workload

In general, the relationship between workload and Work capacity according to Tarwaka (2015) is influenced by a variety of very complex factors, both internal and external factors.

1. External factors

External factors that affect workload are loads that come from outside the employee's body. Including the external work load is:

- a. Task(task)performed physical such as workload, work stations, tools and means of work, working conditions or terrain, work tools, and others.
- b. An organization consisting of length of work time, rest time, shift work, and others.
- c. The work environment includes temperature, lighting intensity, dust, employee-employee relations, and so on

2. Internal factors

Internal factors that affect workload are factors that come from within the body itself as a result of reactions from external workloads (Robbins, S. P., & Judge, 2012). This bodily reaction is known as a strain. The severity of strains can be assessed both objectively and subjectively. Assessment is objective through changes in physiological reactions, while subjective assessment can be made through changes in psychological reactions and changes in behavior. Therefore, subjective strain is closely related to expectations, desires, satisfaction and other subjective judgments. More briefly, internal factors include:

- a. Somatic factors including gender, age, body size, health condition, nutritional status.
- b. Psychological factors consist of motivation, perception, belief, desire, and satisfaction.

B. Factors Affecting Organizational Communication

According to Firmansyah (2016) there are three elements in communication, as follows:

1. Communicator / Sender

Is the person who conveys the contents of his statement to the communicant. The communicator is responsible for sending the news clearly, selecting suitable media to convey the message, and asking that the message has been well received. For this reason, a communicator in conveying messages or information must pay attention to who he communicates with, what he will convey and how to convey it.

2. Communicant / Receiver

Is the recipient of the message or news delivered by the communicator. In the communication process, the recipient of the message is responsible for being able to understand the contents of the message conveyed properly. The recipient of the message also provides feedback to the sender of the message to ensure that the message has been received and understood completely.

3. Channel / Media

Is the channel or path through which the communicator's statement to communication and vice versa. Messages can be in the form of words or writings, copies, images or other intermediaries that can be used to send via various different channels such as telephone, television, photocopied facsimile, email, Morse code, smartphone, SMS, and so on. Channel selection in the communication process depends on the nature of the news to be delivered.

C. Factors Affecting Employee Performance

According to Mangkunegara (2015), that the factors that affect performance include:

1. In ability

In Psychological, capability (ability) consists of the ability of potential employees above-average IQ (IQ 110-120) with education adequate for his position and skilled in doing his daily work, it will be easier for him to achieve the expected performance. Therefore, employees need to be placed in jobs that are in accordance with their expertise (the right man in place, the man on the right job)

2. The motivational factor

Motivation is formed from the attitude of an employee in facing a situation. Motivation is a condition that moves employees who are directed to achieve the goals of the company organization (Hasibuan, 2017). Mental attitude is a mental attitude that encourages an employee to strive for maximum work performance. The mental attitude of an employee must be mentally prepared psychophysically (ready mentally, physically, goals, and situations) meaning that an employee must be mentally and physically prepared and understand the main goals of the work targets to be achieved. Able to take advantage and create work situations.

3. Previous Research

The results of research according to Khasifah (2015) with the title "The Effect of Work Discipline, Workload and Work Environment on Employee Performance (Study at the Pemali-Juana River Basin Semarang)" explains that there is a significant effect of workload on employee performance. The results of research according to (Hasby, M., Hendriani, S., & Indarti, 2017) with the title "The Influence of Work Conflict, Workload and Communication Against Work Stress in Inpatient Nurses (at RSUD Petala Bumi Pekanbaru) explains that there is a significant effect of Workload and Communication on Performance. The results of the research according to Muhammad (2016) entitled "The Effect of Work Environment, Compensation, and Workload on Employee Performance at the Manado City Regional Revenue Service" explains that there is a positive and significant effect of workload on employee performance. Research results according to Tjiabrata (2017) entitled "The Influence Of Workload And Workplace Of The Performance Of An Employee Of PT. Sabar Ganda Manado "explains that there is a significant effect on employee performance. The results of the research according to Rukmana (2018) entitled "The Impact of Organization Communication on Employee Performance Through Employee's Work Motivation at PT. Putri Panda Unit Ii Tulungagung, East Java, Indonesia "explains that there is a positive and significant influence of organizational communication on employee performance. The results of the research according to Aka (2018) which have the title "Impact of Organizational Communication Processes on Employees' Performance: A Case of Selected Civil Service Ministries in Bayelsa State" explain that there is a significant influence of the Organizational Communication Process on employee performance.

4. Research Methods

This research is a research with qualitative and quantitative approaches (mixed). The data from this study were collected and then processed and analyzed. The explanation of the two data is as follows:

1. Quantitative Data, according to Nugraha (2017) and Sugiyono (2017) Quantitative data is data in the form of numbers or quantitative data which is assessed (scoring). So quantitative data is data that has a tendency to be analyzed by statistical means or techniques. This data can be in the form of numbers or scores and is usually obtained using a data collection tool whose answers are ranges of scores or weighted questions.
2. Qualitative data, according to Sugiyono (2017) and Zulfanef (2018) qualitative data is data in the form of sentences, words or images. Qualitative data is a description of observers' comments on employee activities during the work process seen by researchers.

According to Ayunitha (2020); Nugraha (2019) and Sugiyono (2017), the population of the generalization area consists of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. The population in this study were the production employees of PT. Abasando Prima Indonesia, amounting to 50 employees.

Sugiyono (2017) says that the sampling technique is a sampling technique, to determine the sample to be used in the research. " In this study using a non probability sampling technique, namely saturated sampling. According to (Angelina, 2020; Nariswari, 2020; Sugiyono, 2017) saturated sampling is a sampling technique when all populations are used as samples. This is often done when the population is relatively small. "Another term saturated sampling is census, where all members of the population are sampled. Therefore, the sample in this study was all members of the population sampled, namely 50 employees of PT Abansondo Prima Indonesia as a sample for use in research respondents.

5. Result and Discussion

Table 3.
Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		50
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	.25616417
Most Extreme Differences	Absolute	.094
	Positive	.064
	Negative	-.094
Kolmogorov-Smirnov Z		.666
Asymp. Sig. (2-tailed)		.766
a. Test distribution is Normal.		
b. Calculated from data.		

Source: SPSS 22 output processed by Researchers (2020)

Table 3. above explains that the significance level of research variables is normally distributed at an error level of 0.05 or 5%. This is indicated by the significant level of the variable that says Asymp. Sig. (2-tailed) of 0,766 for the Effect of Workload and Organizational Communication on Employee Performance, in other words greater than 0.05.

The residual or normal data is data that is spread evenly and the location of the pattern is not too left or right, in which the data obtained has an even distribution of data representing the population (Ghozali, 2011; Laraswati, R., & Oktafien, 2020; Rizani, A. T., & Oktafien, 2020).

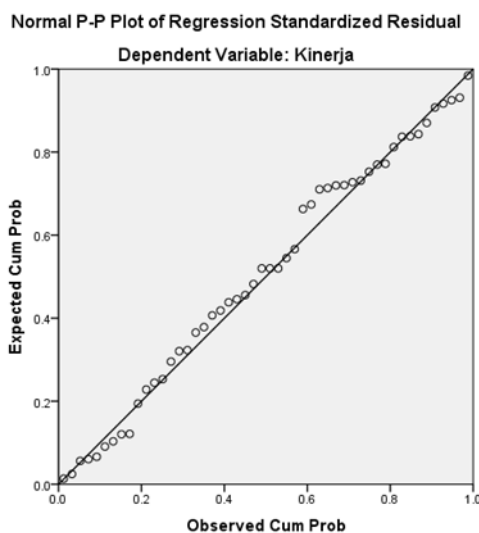


Figure 2.

P-Plot Normality Graph

Source: SPSS 22 output processed 2020 researchers

Based on the normality graph using the P-Plot of Normality above, it is known that the graph spreads along a diagonal line, which shows that the regression model fulfills the assumption of normality.

Table 4.
Test Results Multicollinearity

Model	Collienarity Statistics	
	Tolerance	VIF
Workload	0,330	3.029
Communications Organization	0,330	3.029

Source: SPSS 22 output by 2020 researchers

The multicollinearity test results show the tolerance value for the Social Workload and Organizational Communication variables is 0.330 with the VIF of each variable is 3.029. So, it can be concluded that there is no multicollinearity among the independent variables in this study.

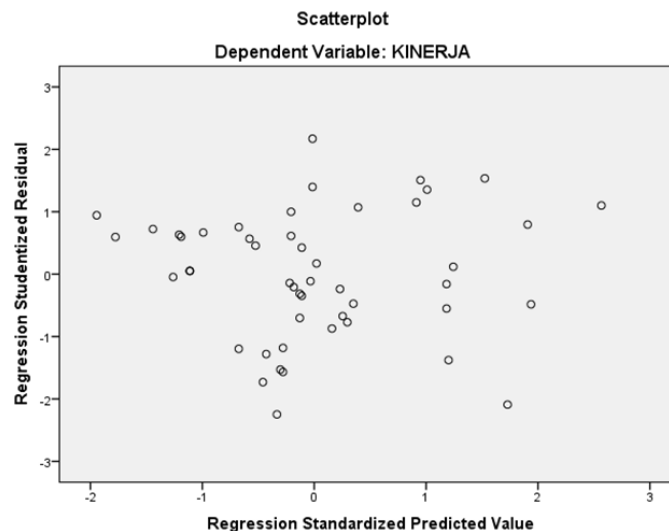


Figure 3.
Heteroscedasticity Test Results X1, X2, Against Y
Source: SPSS 22 output processed by 2020 researchers

From Figure 3. it appears that heteroscedasticity does not occur. First, the distribution of data points does not cause a certain pattern. Second, the data points are not collected only above or below. Third, the data points are scattered over, below, and around the zero. Finally, the distribution of data points does not form a wavy pattern by widening, narrowing, then widening again. Therefore, what happens is a symptom of homoscedasticity and the non-heteroscedasticity requirements of the regression equation are met.

Table 5.
Results of Multiple Linear Regression Analysis
Source: Output SPSS 22 was processed 2020 researchers

Based on the results of multiple linear regression, estimates are obtained in the following equation:

$$Y = 0.585 + 0.482 X_1 + 0.301 X_2 + e$$

Explanation :

1. A constant or intercept of 0.585 (positive) means that performance will decrease if the Workload and Organizational Communication equal to zero / is considered to be cash and does not change, so that the performance is 0.585. This fact confirms the importance of the application of Workload and the effectiveness of the Organizational Communication of the employees of PT. Abasando Prima Indonesia.
2. Workload a (X_1) has a positive value of 0.482, meaning that a good application of workload will boost the performance of employees of PT. Abasando Prima Indonesia.
3. Organizational communication (X_2) has a positive value of 0.301, meaning that organizational communication is good and effective at PT. Abasando Prima Indonesia will improve the performance of its employees.

Table 6.
Workload Correlation Coefficient of Performance

		Correlations	
		Workload	Performance
Workload	Pearson Correlation	1	.859**
	Sig. (2-tailed)		.000
	N	50	50
Performance	Pearson Correlation	.859**	1
	Sig. (2-tailed)	.000	
	N	50	50

** . Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS 22 output by 2020 researchers

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	.585	.175		3.349	.002
	Workload	.482	.106	.523	4.536	.000
	Communications Organization	.301	.084	.411	3.567	.001

a. Dependent Variable: Perormance

In the table above, the results of these calculations can be interpreted, it can be seen that the correlation coefficient obtained is 0.859 which is positive which indicates that the relationship between Workload and Performance is Very Strong, which means that Very Strong Workload affects the performance of PT. Abasando Prima Indonesia.



Table 7.
Correlation Coefficient of Organizational Communication on Performance

		Correlations	
		Communications Organization	Performance
Communications Organization	Pearson Correlation	1	.839**
	Sig. (2-tailed)		.000
Performance	N	50	50
	Pearson Correlation	.839**	1
	Sig. (2-tailed)	.000	
	N	50	50

** . Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS 22 output by 2020 researchers

In the table above, the results of these calculations can be interpreted, it can be seen that the correlation coefficient obtained is 0.839 which is positive which indicates that the relationship between Organizational Communication to Performance is Very Strong, which means that Organizational Communication is weak or Very Strongly affects the performance of employees of PT. Abasando Prima Indonesia.

The correlation or closeness of the relationship between Workload (X_1) Organizational Communication (X_2) and Performance (Y) can be seen in the table Summary Model following:

Table 8.
Simultaneous Correlation Coefficient

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.891 ^a	.794	.785	.26156

a. Predictors: (Constant), Organizational Communication, Workload
b. Dependent Variable: Performance

Source: SPSS 22 output by 2020 researchers

Table 8. shows the multiple correlation coefficient (R) of 0.891.

In Table 8. regarding the interpretation of the correlation level, this value is in the category 0.80 - 100 or the relationship is very strong. So Workload and Organizational Communication have a very strong relationship with performance.

The coefficient of determination (r^2) is used to measure the ability of the independent variables together to contribute or influence the dependent variable. To see the contribution of each independent variable on the dependent variable can be found by multiplying the value of beta with zero order using Software SPSS v.22 following are the results of Determination Coefficient Partial

Table 9.
Partial Determination Coefficient

Model	Standardized Coefficients		Correlations	
	Beta	Zero-order	Magnitude of Influence	Magnitude of Influence (%)
1 (Constant)				
Workload	0.523	0.859	0.449	44.9%
Organizational Communication	0.411	0.839	0.344	34.5%
Average			0.241	79.4%

Source: SPSS 22 output by 2020 researchers

Based on the table above, the following results are obtained:

1. Workload (X_1) partially gives an effect of $0.523 \times 0.859 = 0.449$ or 44.9% on performance (Y).
2. Organizational communication (X_2) partially gives an effect of $0.441 \times 0.839 = 0.345$ or 34.5 % on performance (Y).

To see the size of the contribution of each independent variable to the dependent variable, it can be seen from the multiplication results between the beta value and the zero order using the SPSS v.22 Software as follows are the results of the Simultaneous Determination Coefficient:

Table 10.
Simultaneous Determination Coefficient

Model	R	R Square	Model Summary ^b	
			Adjusted R Square	Std. Error of the Estimate
1	.891 ^a	.794	.785	.26156

a. Predictors: (Constant), Organizational Communication, Workload
b. Dependent Variable: Performance

Source: SPSS 22 output by 2020 researchers

The magnitude of the effect of Workload (X_1), Organizational Communication (X_2), on Performance (Y) can be shown by the coefficient of determination with the following formula:

$$KD = R^2 \times 100\%$$

$$KD = 0.8912^2 \times 100\% = 79.4\%$$

This means that the Workload variables (X_1) and Organizational Communication (X_2) have an effect of 79.4% on performance (Y). While the remaining 20.6%. Are the variables not examined in this study such as:

Effect of Workload and Organizational Communication on Performance Partially

To determine whether or not the influence of the independent variables is partially significant on a dependent variable, the t test is used.

$H_0 : b_1 = 0$, There is no significant effect between Workload (X_1) on Employee Performance (Y).

$H_1 : b_1 \neq 0$, There is no significant influence between the Workload variable (X_1) on Employee Performance (Y).

$H_0 : b_2 = 0$, There is no significant effect between Organizational Communication (X_2) on Employee Performance (Y).

$H_1 : b_1 \neq 0$, There is no significant influence between variables on Organizational Communication (X_2) Employee Performance (Y).

$\alpha = 5\%$

Test Criteria: 1. Accept H_0 if $-t_{table} \leq t_{count} \leq t_{table}$
2. Reject H_0 if $t_{count} < -t_{table}$ OR $t_{count} > t_{table}$

Model	Coefficients ^a					
	Unstandardized Coefficients	Standardized Coefficients	t	Sig.		
					B	Std. Error
1	(Constant)	.585	.175		3.349	.002
	Workload	.482	.106	.523	4.536	.000
	Organizational Communication	.301	.084	.411	3.567	.001

a. Dependent Variable: Performance

With a significant level (α) of 5%, $df (n-k-1) = 46$, so that the t_{table} for the two-party test is 1,678

So the t_{table} obtained is 1,678. Here are the results of t_{count} using SPSS v.22

Table 11.

Partial Test Results

Source: SPSS 22 output by 2020 researchers

Based on the table above, the following results are obtained:

1. For the Workload variable (X_1), the t count value is 4.539. Because $t_{count} > t_{table}$ (1,678), H_0 is rejected and H_1 is accepted with a significant level of $0.000 < 0.05$, which means that the workload has a significant effect on the performance of employees of PT. Abasando Prima Indonesia, This states that if the Workload is implemented properly by the PT. Abasando Prima Indonesia, it will improve employee performance.
2. For the Organizational Communication variable (X_2), the t value is 3.567. Because $t_{count} > t_{table}$ (1,678), H_0 is rejected and H_1 is accepted with a significant level of $0.001 < 0.05$, which means that organizational communication has a significant effect on the performance of employees of PT. Abasando Prima Indonesia, This states if the Organizational Communication is going well or effectively at PT. Abasando Prima Indonesia, it will boost employee performance.

For a clearer picture of the effect of Workload and Organizational Communication on Employee Performance partially, here is an illustration of the rejection curve:

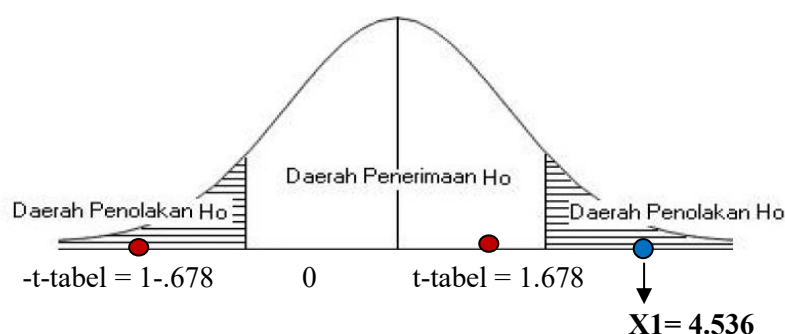


Figure 4.
Test curve of t_{X_1} to Y
Source: SPSS 22 output by 2020 researchers

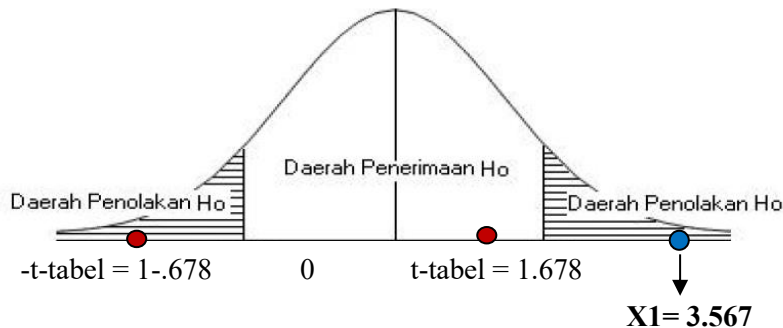


Figure 5.
Test curve of t_{X_2} to Y
Source: SPSS 22 output by 2020 researchers

The Effect of Workload and Organizational Communication on Simultaneous Performance

The F statistical test basically shows whether all independent variables (X) consisting of Workload (X_1) and Organizational Communication (X_2), which are included in the model have a joint (simultaneous) influence in explaining performance (Y).

Hypothesis:

H_0 : $b_1 = b_2 = 0$, meaning that there is no significant influence between Workload (X_1) and Organizational Communication (X_2) on Employee Performance (Y).

H_1 : $b_1 \neq b_2 \neq 0$, meaning that there is a significant influence between Workload (X_1) and Organizational Communication (X_2) on Employee Performance (Y).

Test Criteria: 1. Accept H_0 if $-f_{table} \leq f_{count} \leq f_{table}$
2. Reject H_0 if $f_{count} < -f_{table}$ OR $f_{count} > f_{table}$

To determine the f_{table} , it is necessary to know in advance what df_1 and df_2 are. With the following formula, where k = the number of all research variables and n = the number of regression forming samples, the results are:

$$df_1 = k - 1 = 3 - 1 = 2$$

$$df_2 = n - k = 40 - 3 = 47$$

Then obtained the table for the Effect of Workload and Organizational Communication on Performance of 3.20

Table 12.
Simultaneous F Test Effect of Workload and Organizational Communication on Performance

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	12.389	2	6.194	90.54	.000 ^b
	n				5	
	Residual	3.215	47	.068		
	Total	15.604	49			

a. Dependent Variable: Performance

b. Predictors: (Constant), Organizational Communication, Workload

Source: SPSS 22 output by 2020 researchers

From the table above, the results of the SPSS output obtained the t-value for the Workload (X_1) and Organizational Communication (X_2) variable on performance of 90,545 and the p-value (Sig.) Of 0,000. Because the value of fcount is greater than the value of the table (90,545 > 3.20) and a significance value of 0,000 < 0.05, H_1 is accepted and H_0 is rejected, meaning that Workload and Organizational Communication have a significant effect on performance, this states if the Workload and Organizational Communication changes collectively it will be directly proportional to the 5.9 changes that occur in the Employee Performance of PT. Abasando Prima Indonesia

If depicted, the value of fcount and ftable for testing the hypothesis looks as follows:

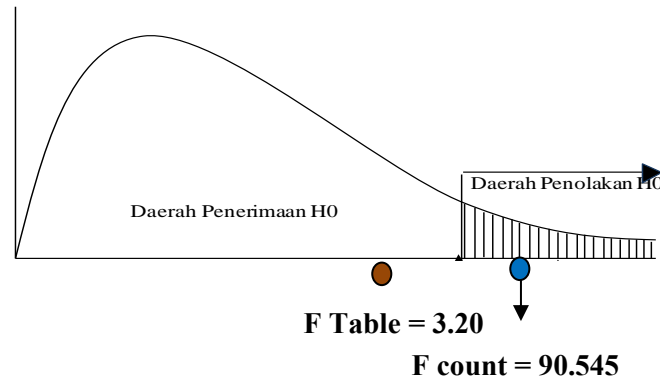


Figure 6.
Simultaneous Hypothesis Test Curves X_1 and X_2 Against Y
Source: SPSS 22 output by 2020 researchers

6. Discussion

Results of an overview analysis regarding workload and organizational communication on employee performance

Workload states the highest average value, namely in the statement about "I have less free time" states "Good enough", this means that the burden is felt by employees of PT. Abasando Prima Indonesia in terms of having a little free time is good enough, which means that employees feel that the free time they get is good enough. While the lowest percentage is found in the statement "So far I feel my work should be done as soon as possible" states "Not good", this indicates that the mental load in terms of work that must be done quickly is not good for employees, which means that employees feel overwhelmed by the demands of work that are too fast. Overall, namely the recapitulation of respondent responses regarding Workload stating "Good Enough", this means that the workload felt by employees of PT. Abasando Prima Indonesia is good enough, or in other words some employees feel that the workload is in accordance with their respective portions.

Organizational Communication states the highest average score, which is in the statement about "I feel that the information submitted by colleagues is in accordance with the direction of the boss." states "Good", this means that the employees of PT. Abasando Prima Indonesia felt that the information conveyed by colleagues from their superiors was good in its delivery. While the lowest percentage is found in the statement about "I feel the information received from the boss is in accordance with the decision given by the company" states "Good enough", this states that the employees of PT. Abasando Prima Indonesia felt that the information from his superiors given by the company was good enough. Overall, the recapitulation of respondent responses regarding Organizational Communication states "Good Enough", which means that

organizational communication that exists at PT. Abasando Prima Indonesia from the start of the company, superiors and employees is good enough.

Performance states the highest percentage value that is contained in the statement about "I am able to do the job according to the target set by the company" states "High enough", this states that PT. Abasando Prima Indonesia feels that it is high enough to complete the work according to the targets set by the boss or the company. Meanwhile, the lowest percentage is found in the statement about "I feel that during work, the results of my work have been better than in the past." states "Low", this means that the employees of PT. Abasando Prima Indonesia felt that the results achieved were no better than the previous results, this also confirmed that PT. Abasando Prima Indonesia must be able to boost the performance of its employees so that the expected results are in line with the company's targets. Overall, namely the recapitulation of respondents' responses regarding the performance stated "High enough", which means that the performance of the employees of PT. Abasando Prima Indonesia is quite high and must be maintained.

Results of Hypothesis Analysis of the Effect of Workload on Employee Performance

This research was conducted to reveal whether there is an effect of workload on performance. This study tested 1 variable to determine how much it affects performance. From the results of the partial t test conducted by the researcher, it is revealed that the Workload (X_1) is obtained by the t value of 4.539. Because $t_{count} > t_{table}$ (1,678), H_0 is recognized and H_1 is accepted with a significant level of $0.000 < 0.05$, which means that the workload has a significant effect on the performance of employees of PT. Abasando Prima Indonesia, This states that if the Workload is implemented properly by the PT. Abasando Prima Indonesia, it will improve employee performance.

This is in line with research put forward by Abang (2018) which states that there is a positive and significant effect of workload on education personnel partially. In addition, according to Tjiabrata (2017), workload affects performance partially.

Results of Hypothesis Analysis of the Effect of Organizational Communication on Employee Performance

This research was conducted to reveal whether there is an effect of workload on performance. This study tested 1 variable to find out how much it affects performance. From the results of the partial t test conducted by the researcher, it is revealed that Organizational Communication (X_2) obtained a t value of 3,567. Because $t_{count} > t_{table}$ (1,678), H_0 is rejected and H_1 is accepted with a significant level of $0.001 < 0.05$, which means that organizational communication has a significant effect on the performance of employees of PT. Abasando Prima Indonesia, This states if the Organizational Communication is going well or effectively at PT. Abasando Prima Indonesia, it will boost employee performance.

This is in line with the research theory put forward by Rukmana (2018) which states that there is a positive and significant effect of organizational communication on employee performance partially. In addition, according to Ernika (2016), organizational communication has a significant effect on employee performance.

Results of Hypothesis Analysis of the Effect of Workload and Organizational Communication on Employee Performance

This research was conducted to reveal whether there is an influence of Workload and Organizational Communication on Performance. This study tested 2 variables to determine how much they influence performance. From the results of the simultaneous f test conducted by researchers, it is revealed that it turns out that Workload and Organizational Communication

have a significant effect on performance. This states that if the Workload and Organizational Communication changes together it will be directly proportional to the changes that occur in the Performance of PT. Abasando Prima Indonesia.

This is in line with the research theory put forward by (Hasby, M., Hendriani, S., & Indarti, 2017) which states that there is a significant effect of Workload and Communication on Performance simultaneously. In addition, according to Ernawati (2019), workload and organizational communication have a significant effect on employee performance.

7. Conclusion

At the end of this thesis, the writer will describe some conclusions that can be drawn and suggestions based on the research findings as follows:

1. It can be concluded through the results of the respondents' responses to the three variables at PT. Abasando Prima Indonesia as follows:
 - a. Workload states "Good Enough", this means that the workload felt by employees of PT. Abasando Prima Indonesia is good enough, or in other words some employees feel that the workload is in accordance with their respective portions.
 - b. Organizational communication states "Good Enough", which means that organizational communication that exists in PT. Abasando Prima Indonesia from the start of the company, superiors and employees is good enough.
 - c. Performance states "High Enough", which means that the performance of employees of PT. Abasando Prima Indonesia is quite high and must be maintained.
2. Workload has a significant effect on the Employee Performance of PT. Abasando Prima Indonesia, This states that if the Workload is implemented properly by the PT. Abasando Prima Indonesia, it will improve employee performance.
3. Organizational communication has a significant effect on the Performance of PT. Abasando Prima Indonesia, This states if the Organizational Communication is going well or effectively at PT. Abasando Prima Indonesia, it will boost employee performance.
4. Workload and Organizational Communication have a significant effect on employee performance. This states that if the Workload and Organizational Communication changes together it will be directly proportional to the changes that occur in the Employee Performance of PT. Abasando Prima Indonesia.

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