Workload and Employee Performance in the Plantation Industry in Indonesia

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ABSTRACT

This study aims to determine the effect of workload on employee performance at PT. Perkebunan Nusantara V Administrative Division of Human Resources/General Sei Galuh Gardens. The population in this study were employees of the Human Resources/General Administration Section, namely as many as 50 people. In this study, researchers took all employees, namely 50 people. To get a sample of this study researchers used the census method. For data analysis and hypothesis testing using SPSS version 25. Hypothesis testing was carried out to determine the relationship between the independent variable and the dependent variable. The results of the hypothesis show that workload has an effect on employee performance. The determinant test shows that the R Squere value is 90.2%, meaning that there is an effect of workload on employee performance, while the remaining 9.8% is influenced by other variables outside of this research.

Keywords*: Workload, Employee Performance, plantation, stress

INTRODUCTION

In general, established businesses anticipate future rapid development within the parameters of their current operations. Because of this, the aspect of human resources is essential to any company's existence, no matter how big or little. Every business action involves human resources in some capacity. Despite having enough facilities, infrastructure, and finance sources, the company's operations cannot be successfully carried out without the assistance of dependable people resources. Many businesses undervalue the value of effectively managing and employing their people resources, which frequently leads to a variety of challenges in accomplishing their objectives.

Companies do not only pursue high productivity gains, but also pay attention to employee performance in the achievement processand workload is very important for a company. The firm can determine the maximum burden that can be given to its staff and the degree to which it affects the functioning of the organisation as a whole by delivering an effective workload. Staff are those who provide time, thinking, talent, creativity, and money to the business. Thus the success of every company is greatly influenced by the increase in the performance of its employees. The purpose of this study was to determine the effect of workload on employee performance in V Division of Human Resources/General Administration of Sei Galuh Gardens, Tapung District, Kampar Regency.

Table 1: Number of Employees

Year	Number of employees
2015	60
2016	58
2017	55
2018	50
2019	50

Source: PTPN V Division of Sei Galuh Plantation Office, data processed (2020)

Based on table 1 above that every year the number of employees is not stable. Which in 2015 has a total of 60 employees. In 2016 there were 58 people. In 2017 there were 55 people. And in 2018-2019 as many as 50 people. The number of employees has decreased and the number of employees has increased because every 3 years or 5 years, the company opens employee recruitment, employee transfers and employees who retire.

Workload is something that arises from the interaction between the demands of tasks, the work environment where it is used as a workplace, skills, behavior and perceptions of workers. Workload can sometimes also be defined operationally on factors such as task demands or effortdone to do the job. Therefore, it is not only considering the workload from one aspect, as long as the other factors are interrelated in complex ways.(Adeyemi, 2022; Hidayah & Prohimi, 2022; Iskamto, 2021; Iskamto et al., 2022). According to Emron Edison, et al (2016) performance is the result of a process that refers to and is measured over a certain period of time based on predetermined conditions or agreements. Several previous studies have shown that workload has a significant effect on employee performance(Ali et al., 2022; Coal & Abadi, 2022; Create et al., 2022; Hakman et al., 2021). Meanwhile, other research shows that workload does not affect employee performance(Ekhsan & Masruri, 2022). This research returns to test whether workload does affect employee performance in the plantation industry.

LITERATURE REVIEW
Workload
Meshkati in Tarwaka (2015) defined workload as the discrepancy between workers' capacity or abilities and the demands of the work that must be done. Each has a distinct level of burden because human work is both mental and physical. Overload and understress can happen when the loading level is too high, whereas boredom and understress can happen when the loading level is too low. The ideal loading fluence must therefore be sought after because it is between the two extreme limits and, of course, varies from person to person (Afthanorhan et al., 2019; PL Ghazali et al., 2012, 2022; PLB Ghazali, 2020). There are three types of employee workload: workload that meets standards, workload that is too high (over capacity), and workload that is too low (under capacity). Employees will become agitated if the workload is excessively heavy, light, or minimal. If there are more employees with the same productivity, the workload will be too low. In the meanwhile, a labour scarcity coupled with a strong task will result in physical or mental exhaustion. Employee productivity will suffer as a result at work.

The workload parameters utilised in this study were those proposed by Putra (2012: 22), which include, among others: Goals that must be met and individual opinions on the scope of the task are provided in order to finish the work. a look at the task that must be finished in a given amount of time. working circumstances, discussing how people's opinions of the working environment differ from one another as well as handling unforeseen circumstances like working longer than planned. Time Use and Work time spent on tasks mostly linked to manufacturing (circle time, or standard or basic time). job requirements, impressions that people have about their jobs, such as sentiments that emerge regarding the burden that.

Employee performance

Performance in an organisation refers to the outcomes (achievement) that an employee achieves while performing a job. When something is performed well, it demonstrates a person's talent, will, and effort as well as the support of their environment. Performance exposes a mix of ability and effort to accomplish what is done. Mangkunegara (2009) contends that an employee's effectiveness is based on the calibre and volume of work that he or she produces while carrying out the responsibilities allocated to them. Performance, or performance translated into performance, can also refer to work effectiveness, work accomplishment, or work results/performance/work performance, according to Sedarmayanti (2009: 50). Performance and productivity concerns are closely related since performance measures an organization's attempts to reach high levels of production. In this sense, it is crucial to make an attempt to evaluate an organization's performance. According to some of these viewpoints, performance is the outcome of work or work performance for accomplishments performed in accordance with work standards established by the firm in terms of both quality and quantity.

Effect of Workload on Employee Performance

Work output and employee performance are correlated, according to Lisnayetti and Hasanbasri (2006): "High workload will create a lack of performance." Where it can be explained that an employee's performance would be affected by how much work they have to do. Employees frequently have to do two or more jobs that must be done concurrently. There is no doubt that completing these duties will take time, effort, and other resources. Employee performance will undoubtedly suffer with the presence of a burden and the provision of frequently scarce resources. Weaker employee endurance and pressure are two issues that may develop.

METHODOLOGY

This study the author conduct research on PT. Perkebunan Nusantara V Sei Galuh Gardens Tapung District, Kampar Regency. While the sampling technique is determined by census, namely taking the entire population that is used as a sample because the total population is <100 (Suharismi Arikunto, 2010: 174). The sample in this study was 50 people. Process the data and test the hypothesis using SPSS version 25, where previously tested the validity and reliability.

RESULTS AND DISCUSSION

To know about Influence Workload on Employee Performance at PT. Nusantara Plantation V Human Resources/General Administration Division of Sei Galuh Plantation, Tapung District, Kampar Regency, with a total of 50 respondents, The characteristics of the respondents in this study were divided based on gender, age, years of service, and education. The following is a descriptive explanation of each spondent. The results of the analysis of the respondent's presented in Table 2 below.

Table 2: Characteristics of Respondents by Gender

Items	Amount	Percentage (%)
Gender		
Man	19	38%
Woman	31	62%
Age		
31 – 40 Years	13	26%
>40 Years	37	74%
Education		
SD	5	10%
SMP/MTs	2	4%
SMA/SMK/MA	26	52%
DI/DII/DIII/S1/S2	17	34%

From table 2 above it shows that most of the employees, are female, namely 31 people (62%), while the number of male employees is 19 people (38%). Also that are dominated by women, namely 31 employees or 62%. There were 13 people aged between 31-40 years, and 37 people over 40 years old. It is known most people over the age of 40 are 37 people or 74%. The longest working period was over 15 years, namely 34 people or 68%. Elementary education level was 5 people, SMP was 2 people, SMA was 26 people, and DI/DII/DII/S1/S2 was 17 people.

Validity test
Based on the analysis that has been done, the results of validity testing can be shown as follows:

Table 3: Workload Validity Test Results

Statement	r-table	r-count	Information
X.1	0.2787	.415	Valid
X.2	0.2787	.615	Valid
X.3	0.2787	.676	Valid
X.4	0.2787	.620	Valid
X.5	0.2787	.633	Valid
X.6	0.2787	.633	Valid
X7	0.2787	.796	Valid
X.8	0.2787	.650	Valid
X.9	0.2787	.796	Valid
X. 10	0.2787	.711	Valid

In table 3 above, the statement item column will be declared valid if it has a value of r-count (Corrected Item-Total Correlation) > r-table. According to the SPSS test findings, all of the items of the scale have r-counts greater than 0,2787. All of the product quality parameter statement components can be inferred to be labeled valid.

Table 4 Employee Performance Validity Test Results

Statement	r-table	r-count	Information
Y. 1	0.2787	.768	Valid
Y.2	0.2787	.792	Valid
Y.3	0.2787	.792	Valid
Y.4	0.2787	.814	Valid
Y.5	0.2787	.692	Valid
Y.6	0.2787	.375	Valid
Y.7	0.2787	.818	Valid
Y. 8	0.2787	.459	Valid
Y.9	0.2787	.861	Valid
Y.10	0.2787	.818	Valid
Y.11	0.2787	.472	Valid
Y. 12	0.2787	.459	Valid

In table 4 above, The test results with SPSS show that all statement items have r-counts > 0,2787. it can be concluded that all product quality variable statement items are declared valid.

Reliability Test

A construct is said to be reliable if it gives a Cronbach Alpha value> 60. The below table shows the results of the reliability test:**Table 5: Variable Reliability Test Results**

Variable	Cronbach Alpha	Information
Workload(X)	0.851	Reliable
Employee Performance (Y)	0.889	Reliable

Source: Processed Data 2020

Table 5, Given that the individual employee variable's value is 0.889 and the workload variable's value of 0.851, respectively, it can be deduced that all variables in this study are reliable or consistent, implying that all claims may be believed. It is possible to draw the conclusion that the data from the participants' responses is acceptable or that the data is eligible for additional testing based on the findings of the validity and reliability tests mentioned above.

Data Normality Test

Data normality testing is done to find out whether the average data obtained is normally distributed.

Table 6 Normality Test

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
PRETEST	.177	50	.000	.951	50	.037
POSTTEST	.175	50	.001	.955	50	.054

a. Lilliefors Significance Correction

Based on table 6 above, it is known that the Sahpiro-Wilk significance value for the PRETEST and POSTTEST variables is greater than 0.05, so it can be concluded that the variables are normally distributed

Simple Linear Regression Analysis

Table 7 Simple Linear Regression Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.696	2.252		1.197	.237
	BebanKerja	1.134	.054	.950	20.992	.000

a. Dependent Variable: Kinerja

Based on table 7, the simple linear regression equation is obtained as follows: Y = 2.696 + 1.134X The equation can be interpreted as follows: Constant of7 means that without workload or workload is zero, then the performance of employees at PT. Nusantara Plantation V Division of Human Resources/General Administration Sei Galuh Garden, Tapung District, Kampar Regency has a value of 2,696 units. The regression coefficient value is 1.134 if the workload variable increases by one unit, then the performance of PT. Nusantara Plantation V Human Resources/General Administration Division of Sei Galuh Gardens, Tapung District, Kamparakan Regency decreased or decreased by 1,134 units. Based on the regression results above, it can be concluded that the greater the level of employee workload, the lower the performance at work.

Hypothesis testing

Partial Test

This analysis, which has a level of significance of 0.05 and a t table value of 2.01063 (1/2 n-2 = 0.025; 50-2=48), is used to determine whether the independent variable (workload) has a significant impact on the dependent variable (employee performance). The output result from SPSS is as follows.

Table 8: Test Results t

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.696	2.252		1.197	.237
	BebanKerja	1.134	.054	.950	20.992	.000

a. Dependent Variable: Kinerja

Table 8 show the t_count value is 20,992, so it can be concluded that the t_count value is greater than t_table (20,992 >2.01063). Probability also shows less than 0.05, which is equal to 0.000.Then Ho is rejected Ha is accepted, meaning that it means that the Workload variable has a positive and significant effect on Employee Performance.

The coefficient of determination   (R2)

How big is the influence of Workload (X) on Employee Performance (Y) using the R Square value multiplied by 100%. In this study the value of R Square can be seen in the table below. :

Table 9 Test Results for the Coefficient of Determination

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.950^a	.902	.900	1.594

a. Predictors: (Constant), BebanKerja

b. Dependent Variable: Kinerja

According to Table 9, the coefficient of determination is 0.902, or 90.2%, meaning that the independent variable (workload) has a 90.2% influence on the dependent variable (employee performance), with other variables not included in the study having a 9.8% influence on the dependent variable.

DISCUSSION

In today's competitive and dynamic work world, the role of employees in achieving organizational goals is very important. Employee performance is a determining factor in the company's success in achieving their vision and mission. However, in carrying out their duties and responsibilities, employees are often faced with varying workloads. This workload includes the number of tasks, level of complexity, and time pressure they have to deal with on a daily basis. Therefore, it is important to understand how this workload can affect employee performance (Haqqi et al., 2022; Hidayat & Muh. Abdul Aziz, 2022; Iskamto, 2023a, 2023b; Iskamto et al., 2022; Owenvbiugie, 2022).

In this context, we will increase the influence of workload on employee performance. Workloads can have varying effects depending on how they are managed and dealt with by employees and the support they receive from management. This discussion will involve understanding how appropriate or inappropriate

workload can affect employee work quality, productivity, well-being, and motivation. In this context, we will refer to recent research that provides further insight into these dynamics. The importance of understanding the influence of workload on employee performance is the first step in efforts to improve employee productivity and well-being, which will ultimately contribute to the long-term success of the organization. By understanding this relationship, companies can take better steps in planning and managing their human resources effectively to achieve desired results.

CONCLUSION

The Workload variable (X) has a positive and significant impact on employee performance, according to the hypothesis testing and data analysis that have been performed. Based on the equation above, it can be seen that the constant (a) is 2.696, meaning that when the Workload is absent or zero, the Workload is 2.696. The regression coefficient (b) of 1.134, which indicates that for every unit increase in workload, employee performance will increase by 1.134 units, shows that the relationship between workload (X) and employee performance (Y) is positive. According to the findings of the hypothesis test, the R Square value is 0.902, or 90.2%, which explains why workload (X) has a 90.2% impact on employee performance. While other factors not related to this study have an impact on the remaining 9.8%.

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