

THE EFFECT OF WORKLOAD, CAREER DEVELOPMENT AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT ASIA ENERGY TRANSFORMATION FOUNDATION**Melisa Indah Sari, Herry Krisnandi, Kumba Digdowiseiso**Program Studi Manajemen Fakultas Ekonomi Dan Bisnis Universitas Nasional Jakarta
Email: melisa@gmail.com, herry@gmail.com, kumba.digdo@civitas.unas.ac.id,**Abstract:**

This study aims to analyze the influence of Workload, Career Development, and Work Discipline on Employee Performance at the Asia Energi Transformation Foundation. The sample in this study was 109 respondents based on the Yamane formula. This study uses primary data with data collection methods through questionnaires distributed to 109 respondents. The data analysis technique uses inferential analysis with multiple linear regression. The results obtained in this study are workload has a positive effect on employee performance, career development has a positive effect on employee performance, and work discipline has a positive effect on employee performance. Therefore the Foundation must pay more attention to what employees need so that employee performance remains at a good level.

Keywords: Workload, Career Development, Work Discipline, and Employee Performance**INTRODUCTION**

With the advancement of the world of work, a company cannot avoid competition in this modern era. In order to survive and develop, a company must be able to handle and manage its human resources (HR) effectively and efficiently. Human resources (HR) are very important for companies because humans are planners, implementers, and determinants of company performance. Human resources act as a force in everything that happens within the company.

Companies must be able to optimize and utilize it. The role of employees is necessary to build a competent company of their performance, specifically determining whether the company is good or bad. Human resources (HR) play a role in improving the ability of employees for the benefit of the company. Every employee is required to make a positive contribution through good performance, considering that the company's performance depends on the performance of its employees.

According to Fahmi (2017), performance is a result obtained by the company from the results of its work over a period of time. It can be concluded that performance is the result of

work both in quality and quantity that has been achieved by employees, in carrying out their duties in accordance with the responsibilities given by the company, the results of work are adjusted to the goals expected by the organization, through criteria or standards that apply in the company.

In carrying out work or responsibilities, the measure of success or failure of the performance achieved by the company is influenced by the performance of employees individually and in groups. Assuming the better the performance of the employees eats, the better the performance of the company. Performance is a very important part in a company. Workload is one of the factors that affect employee performance. According to Meshkati in Tawaka (2014), workload can be described as the gap between the capacity or ability of workers and the demands of the task that must be faced.

The number of jobs each employee is capable of creating can determine how many employees a company needs to achieve its goals. This can be achieved through workload assessment, which allows employees to perform optimally based on their capabilities. Career development is one of the other factors that affect employee performance. Career development is the process of increasing individual work talents to obtain the desired career.

The greater the opportunity for employees to advance their careers, the more employee performance will increase, which can lead to increased work performance. Awards given by companies to employees based on capacity in duties and obligations at work for the company. If the company does not have a career development system, it will affect the increase in employee potential because individuals whose performance is not supported by the company system will not change for the better. Career development, as defined by Syamsudin (2013) is an effort to improve the technical, theoretical, conceptual, and moral qualities of employees in accordance with the demands of the job or position through education and training.

Work discipline is very beneficial, both for the company and for employees. For companies, the existence of work discipline creates order and smoothness in the completion of work, so as to produce optimal results and achieve company goals. And for employees will create a good work environment, which will increase morale in carrying out duties, Liyas, J. N., & Primadi (2017). Employee work discipline is necessary for the company's success in employee work in meeting predetermined goals.

Work discipline can be interpreted as the knowledge and loyalty of employees to carry out and complete work while adhering to company regulations. To improve quality within the company, it requires highly disciplined human resources. Discipline makes a person have a sense of responsibility given to him. This encourages the spirit and achievement of company goals. Discipline must be applied in the company because it will not be possible for the company to achieve its goals without it. (2015).

The Effect of Workload, Career Development and Work Discipline on Employee Performance at Asia Energy Transformation Foundation

Discipline is the capital needed to achieve expected goals. So that work discipline is needed in a company because an organization or company will be able to implement its programs to achieve the goals that have been set in a disciplined environment Juliani, Tania (2017)

In this study, the place of research is the Asian Energy Transformation Foundation. It is an institution consisting of a collection of experts from various fields of science based in Indonesia with a focus on the entire Asian region. Traction Energi Asia is registered under the name Indonesia as an institution, namely the Asian Energy Transformation Foundation. Located at Jalan Cempaka III No. 17 RT.02/RW.9, Cipete Utara, Kebayoran Baru, South Jakarta City.

This researchers can see from the presentation the average aspect of employee performance appraisal has not been said to increase. It is estimated that there are still some activities that cannot be carried out properly according to plan. This can be caused by workload, career development and work discipline on employee performance.

According to Sugiyono in his book Qualitative Quantitative Research Methods and R & D, a hypothesis is a temporary answer to the formulation of a research problem, where the formulation of the research problem has been stated in the form of a question sentence Sugiyono (2017)

H1: Workload has a positive and significant effect on Employee Performance

H2: Career Development has a positive and significant effect on Employee Performance

H3: Work Discipline has a positive and significant effect on Employee Performance

Based on the background of the problems described above, the following research problems can be formulated: 1) Does workload affect employee performance at the Asian Energy Transformation Foundation? 2) Does career development affect employee performance at the Asian Energy Transformation Foundation? 3) Does work discipline affect employee performance at the Asian Energy Transformation Foundation?

Based on the formulation of the problem above, the objectives of this study are as follows: a) To analyze the effect of career development on employee performance at the Asian Energy Transformation Foundation. b) To analyze the effect of workload on employee performance at the Asian Energy Transformation Foundation. c) To analyze the effect of work discipline on employee performance at the Asian Energy Transformation Foundation. The results of this study are expected to provide information and benefits and can be taken into consideration to improve employee performance.

RESEARCH METHODS

The object of research is everything that is of concern in a study because the purpose of research is to obtain answers or solutions to problems that arise. The object of this study is the performance of employees of the Asian Energy Transformation Foundation which is influenced by workload, career development and work discipline. This research will be conducted in the

South Jakarta area of the Asian Energy Transformation Foundation with employees as the main target. With the hope that this research can be completed with a predetermined time.

The following are the stages in the research to be carried out, namely: a) Collecting data related to the title of research sourced from relevant literature such as books in the last 10 years, journals in the last 5 years, and scientific works carried out by previous researchers. b) Search for problems that are appropriate and related to the research title from previous research data. c) Submit a research title. d) Submission of changes in the title of the research so that it is in accordance with the problems to be carried out research. e) Compile the writing of the final project proposal.

Secondary data in this study come from literature research, which can provide theoretical foundations collected from supporting textbooks, scientific journals, the internet, and other sources related to the object under study. Respondent data is very important to know respondents' responses to employee performance as seen from workload, career development, and work discipline.

In this study, data and information were obtained by conducting Q&A with several employees of the Asian Energy Transformation Foundation to get the desired information. Primary data refers to information obtained first-hand by researchers relating to variables for the specific purpose of study. Primary data sources are individual respondents, groups, the internet can also be a primary data source if questionnaires are distributed through the internet.

The type of data in this study is descriptive primary data. Primary data is data obtained and obtained directly from respondents without intermediaries through the distribution of questionnaires. Such data directly obtained from the source will be observed and recorded for the first time. Because the data cannot be used repeatedly, because there are differences in each year of Population and Sample.

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Questionnaire is a method of data collection by asking questions to respondents using questionnaire guidance that contains instruments from dependent and independent variables such as workload, career growth, and work discipline on employee performance. The questionnaire was chosen as an effective data collection technique to determine exactly what is needed and how to measure the variables of this study.

In this study, the measurement scale used to measure research variables is the Likert Scale. According to Sugiyon (2017), the Likert scale is needed to assess a person's behavior, assumptions, and impressions related to social reality. Using a Likert scale, respondents' answers

to each statement submitted were in order ranging from negative to positive related to workload, career development and work discipline.

RESULTS AND DISCUSSION

Complete Results of Research Estimates

Uji Instrumen

Validity Test

A sample of 109 respondents will be used for validity testing in this study. A validity test is conducted to find out whether the questionnaire items provided for the research instrument can be used. The calculation compares r count and r table. If r count (positive) is more than r table and the correlation coefficient is greater than 0.1882, then the statement is declared valid and can be used in this study, the higher the validity of a measuring instrument, the more relevant the results.

Workload (X1)

The results of the study calculated the Validity Test through 4 (four) independent variable statements Workload using the SPSS 25 program as a tool in calculating the number of samples of 109 respondents. Based on the data obtained, all questionnaires submitted have a Corrected Item Total Correlation value greater than the table r value with degree of freedom (df) = $n-2$, then $df = 109-2 = 107$ value equivalent to 0.1882. This means that r count (positive) is the whole $> r$ table. The largest value of the Workload instrument coefficient (X1) is found in the second sentence, which is 0.686, and the smallest value is found in the third statement, which is 0.451, based on the Validity Test report.

From the output results based on the overall results of the Validity Test conducted using the SPSS 25 program as a calculation tool on the Workload variable statement (X1), it is declared valid so that all Workload independent variable statements (X1) can be used for the next stage.

Career Development (X2)

The results of the study calculated the Validity Test through 5 (five) independent variable statements Workload using the SPSS 25 program as a tool in calculating the number of samples of 109 respondents. Based on the results of Table 4.11, it is known that all questionnaires submitted have a Corrected Item Total Correlation value that is greater than the table r value in the 107th N sample, which is 0.1882, which means that the entire r count (positive) $> r$ table.

From the output of the Validity Test, the largest coefficient value of the Career Development instrument (X2) is found in the fourth statement, which is 0.814, while the smallest

value is found in the first statement, which is 0.610. From the overall output results of the Validity Test submitted using the SPSS 25 program as a calculation tool on the variable statement of the independent variable of Career Development (X2), it is declared valid so that all statements of the independent variable of Career Development (X2) can be used for the next stage.

Work Discipline (X3)

The results of the study calculated the Validity Test through 5 (five) independent variable statements Workload using the SPSS 25 program as a tool in calculating the number of samples of 109 respondents. Based on the results, it is known that all questionnaires submitted have a Corrected Item Total Correlation value that is greater than the r value of the table in the 107th N sample, which is 0.1882, which means that the entire r count (positive) $> r$ table. From the output of the Validity Test, the largest coefficient value of the Work Discipline instrument (X3) is found in the second statement, which is 0.789, while the smallest value is found in the fifth statement, which is 0.504.

From the overall output results of the Validity Test submitted using the SPSS 25 program as a calculation tool on the variable statement of the independent variable Work Discipline (X3), it is declared valid so that all statements of the independent variable of Career Development (X3) can be used for the next stage.

Employee Performance (Y)

The results of the study calculated the Validity Test through 5 (five) independent variable statements Workload using the SPSS 25 program as a tool in calculating the number of samples of 109 respondents. Based on the results of Table 4.13, it is known that all questionnaires submitted have a Corrected Item Total Correlation value that is greater than the table r value in the 107th N sample, which is 0.1882, which means that the entire r is calculated (positive) $> r$ table.

From the output of the Validity Test, the largest coefficient value of the Employee Performance instrument (Y) is found in the third statement, which is 0.800, while the smallest value is found in the fourth statement, which is 0.684. From the overall output results of the Validity Test submitted using the SPSS 25 program as a calculation tool on the statement variable of the independent variable Employee Performance (Y), it is declared valid so that all statements of the independent variable of Employee Performance (Y) can be used for the next stage.

Uji Reliability

The purpose of reliability testing is to determine the consistency of measuring instruments, which are often questionnaires. This means whether the measuring device will produce consistent results or not when the calculation is repeated again. Reliability Test with Cronbach Alpha (CA). If the Cronbach Alpha value > 0.60 , it is considered reliable, but it is said to be unreliable if the Cronbach Alpha value < 0.60 . The following table shows the results of reliability test analysis using SPSS 25 for the variables Workload (X1), Career Development (X2), Work Discipline (X3), and Employee Performance (Y).

Table 1
Workload Reliability Test Results (X1), Career Development (X2), Work Discipline (X3) and Employee Performance (Y)

No	Variable	Reliability	Alpha	Information
1	Workload (X1)	0,727	0,6	Reliable
2	Career Development (X2)	0,734	0,6	Reliable
3	Work Discipline (X3)	0,616	0,6	Reliable
4	Employee Performance (Y)	0.777	0,6	Reliable

Sumber: Data Primer SPSS 25. Output Item-Total Statistic. Diolah 2022

Based on the results of data processing carried out with the SPSS 25 program as a calculating tool, in the table above, all data and questionnaire items from each variable Workload (X1), Career Development (X2), Work Discipline (X3), and Employee Performance (Y) in this study are said to be reliable, it can be seen from the value of Cronbach's Alpha all variables are above 0.60. As a result, all research variable values are considered good and acceptable. The result of the Reliability Statistics output is that the value of Cronbach's Alpha of all variables is above the good level.

The Devil (t)

This test is used to determine the significance of the influence of the independent variable on the dependent variable. The effect can be estimated at significance value and determined arithmetic then see whether workload (X1), career development (X2), and work discipline (X3) have a significant effect on employee performance (Y) as attached to Table 2.

Table 2
Hypothesis Test Output (Test t)

Model	Unstandardized Coefficients		Standardized Coefficients		t	Say.
	B	Std. Error	Beta			
1 (Constant)	4.647	1.585			2.931	.004
Workload	.191	.077	.178		2.492	.014
Career Development	.255	.059	.331		4.335	.000
Work Discipline	.363	.066	.423		5.469	.000

a. Dependent Variable: Employee Performance

Sumber: Output SPSS 25. *Coefficient*. Diolah 2022

Based on Table 1, it can be seen that the elaboration of the hypothesis in this study is:
The Effect of Workload on Employee Performance

Based on Table 4.21, it can be explained that the effect of the Workload variable on Employee Performance as seen from the calculated t value of 2.492 and significant 0.014 ($0.014 < \alpha = 0.05$), then H_0 is rejected and H_1 is accepted so that it is concluded that Workload has a positive and significant effect on Employee Performance.

The Effect of Career Development on Employee Performance

Based on Table 1, it can be explained that the effect of the Career Development variable on Employee Performance as seen from the calculated value of 4.335 and significant 0.000 ($0.000 < \alpha = 0.05$) then H_0 is rejected and H_1 is accepted, so it can be concluded that Career Development has a positive and significant effect on Employee Performance.

The Effect of Work Discipline on Employee Performance

Based on Table 1, it can be explained that the influence of the Work Discipline variable on Employee Performance which is seen from the calculated value of 5.469 and significant 0.000 ($0.000 < \alpha = 0.05$) then H_0 is rejected and H_1 is accepted, so it can be concluded that Work Discipline has a positive and significant effect on Employee Performance.

The effect of workload (X1) on employee performance (Y)

Based on the results of research conducted by researchers, it was found that workload had a positive and significant effect on the Performance of Asian Energy Transformation Foundation Employees.

Based on the results of hypothesis testing, the workload has a value of 2.492 with a significance of 0.014 which is smaller than 0.05. This positive and significant influence suggests that increased workload can affect the improvement of Employee Performance at the Asia Energy Transformation Foundation. This can also be seen from the coefficient value of 0.178 which shows that the better the workload, the better the performance of employees.

Based on the distribution of questionnaires to the Asian Energy Transformation Foundation. The overall mean workload (X1) result identifies that the workload is getting a good value. From the largest mean obtained from the second statement of 4.61, companies must maintain the use of working time so that employees of the Asian Energy Transformation Foundation can complete work in an appropriate time.

This is in line with the results of Balqis & Sugiyono's (2020) research where there is a positive and significant influence of Workload on employee performance. This means that if the Workload is what employees want, it will improve Employee Performance at the Asia Energy Transformation Foundation.

Career Development (X2) to Employee Performance (Y)

Based on the results of research conducted by researchers, it was found that career development results had a positive and significant effect on the Performance of Asian Energy Transformation Foundation Employees Based on the results of hypothesis testing, it was found that Career Development had a value of 4.335 with a significant 0.000 which was below 0.05. This positive and significant influence signifies that increased Career Development can affect the

improvement of Asian Energy Transformation Foundation Employee Performance. This is also evident from the Coefficient value of 0.331 which means that if the Career Development is better, the better the Employee Performance.

Based on the distribution of questionnaires to the Asian Energy Transformation Foundation. The overall average Career Development (X2) results identify that Career Development gets good grades. From the largest mean obtained from the first statement of 4.43, companies must maintain and improve employee career needs so that employees of the Asian Energy Transformation Foundation can improve skills from career development in the company. This is in line with the results of Yuniar & Sinaga's (2019) research where there is a positive and significant influence of Career Development on employee performance. That means that if Career Development is in accordance with what employees want, it will improve Employee Performance at the Asian Energy Transformation Foundation.

Work Discipline (X3) on Employee Performance (Y)

Based on the results of research conducted by researchers, it was found that Work Discipline has a positive and significant effect on the Performance of Employees of the Asian Energy Transformation Foundation. Based on the results of hypothesis testing, it was found that Work Discipline has a value of 5.469 with a significant 0.000 which is below 0.05. This positive and significant influence indicates that improved Work Discipline can affect the improvement of Asian Energy Transformation Foundation Employee Performance. This is also evident from the Coefficient value of 0.423 which means that if the Work Discipline is better, the better the Employee Performance will be produced.

Based on the distribution of questionnaires to the Asian Energy Transformation Foundation. The overall mean result of Work Discipline (X3) identifies that Work Discipline gets a good grade. From the largest mean obtained from the first statement of 4.61, namely "I always do my duties responsibly". This is in line with the results of Yuniar & Sinaga's research (2019) where there is a positive and significant influence of Work Discipline on employee performance. That means that if Work Discipline is in accordance with what employees want, it will improve Employee Performance at the Asian Energy Transformation Foundation.

CONCLUSION

Through analysis of Asian Energy Transformation Foundation Employee Performance research data, this study can be concluded that: 1) Based on the results contained in the study, it shows that the independent variable Workload (X1) is a positive and significant effect on the Employee Performance of the Asian Energy Transformation Foundation. 2) Based on the results contained in the study, it shows that the independent variable of Career Development (X2) is a positive and significant effect on the Performance of Asian Energy Transformation Foundation Employees. 3) Based on the results contained in the study, it shows that the independent variable

of Work Discipline (X3) is a positive and significant effect on the Performance of Asian Energy Transformation Foundation Employees.

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