Pengaruh Beban Kerja Dan Komitmen Afektif Terhadap Kinerja Pegawai

(Studi Kasus Pada Pengadilan Negeri Jombang)

ABSTRAK

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Penelitian ini bertujun untuk mengetahui pengaruh beban kerja (X_1) dan komitmen afektektif (X_2) terhadap kinerja pegawai(Y). Penelitian dilakukan di Pengadilan Negeri Jombang. Pengumpulan data dilakukan dengan angket, wawancara, observasi, dan dokumentasi. Populasi yang dipergunakan yaitu Pegawai Pengadilan Negeri Jombang yang berjumlah 30 Pegawai. Teknik pengambilan sampel menggunakan teknik sampel jenuh. Data dikumpulkan melalui kuisioner dengan menggunakan pengukuran Skala Likert**.** Metode analisis data menggunakan analisis regresi linier berganda, dengan bantuan aplikasi SPSS Versi 20. Hasil penelitian membuktikan beban kerja mampu mendorong kinerja pegawai melalui target yang harus dicapai, kondisi pekerjaan, dan standar pekerjaan pegawai, dan hasil penelitian komitmen afektif membuktikan komitmen afektif meningkatkan kinerja melalui loyalitas, rasa bangga, peran serta, menganggap organisasinya adalah yang terbaik, dan terikat secara emosional pada organisasi tempat bekerja mampu meningkatkan kinerja pegawai agar maksimal.

Kata Kunci : Beban Kerja, Komitmen Afektif, Kinerja Pegawai.

Effect Of Workload and Affective Commitment On Employee Performance

(Case Study At Pengadilan Negeri Jombang)

ABSTRACT

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This study aims to determine the effect of workload (X1) and affective commitment (X2) on employee performance (Y). The research was conducted at the Jombang District Court. Data collection was carried out by means of a questionnaire, interview, observation, and documentation. The population used is the Jombang District Court Employees, amounting to 30 employees. The sampling technique uses saturated sampling technique. Data were collected through a questionnaire using a Likert scale measurement. The data analysis method uses multiple linear regression analysis, with the help of the SPSS Version 20 application. The results prove that workload is able to encourage employee performance through targets to be achieved, work conditions, and employee work standards, and the results of affective commitment research prove affective commitment to improve performance through loyalty, pride, participation, considering the organization as the best, and being emotionally tied to the organization where it works can improve employee performance to the maximum.

Keywords: Workload, Affective Commitment, Employee Performance.