# ABSTRACT

Synthia Wijaya/ 21150210/2019 / *The Influence of Workload and Job Satifaction on Employee Performance PT. Sekawan Eka Sejati/ Advisor* Ponco Priyanto.

*Human Resource Management is needed to improve the effectiveness of human resources within the scope of the company. The aim is to give the company and also company members an effective work concept both in quantity and quality. This study aims to select workload, job satisfaction, and employee performance. The effect of employee performance is very large in the development of a company, a company performs well, if the company can achieve the company's goals. Things that affect employee performance are workload and job satisfaction. Workload includes both physical and mental workload..*

*Performance is the level at which employees achieve job requirements. This research was conducted to determine the conditions and effects of workload, job satisfaction, and employee performance. Workload is a difference between the capacity or ability of workers with the work demands that must be faced. In organizational behavior has involved three attitudes, namely: work involvement, work commitment, and job satisfaction. One influential attitude is job satisfaction, job satisfaction is a positive feeling about work that results from an evaluation of its characteristics.*

*The object of this study is the Workload, Job Satisfaction, and Employee Performance at PT. Sekawan Eka True. Data collection techniques by distributing questionnaires, while sampling using non-probability sampling techniques with quota sampling techniques. Data is processed using interval scale and statistical calculations using Multiple Regression with SPSS 22 software tools.*

*The results showed that (1) Workload influences Employee Performance, (2) Job satisfaction influences Employee Performance.*

*The conclusion of this study is the variable workload and job satisfaction proven to affect employee performance in accordance with the theory and previous research.*

*Keywords: Workload, Job Satisfaction, Employee Performance.*