



The Influence of Work Discipline and Workload on Employee Performance at PT Grmedia Emerald Bintaro Branch

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Abstract

The purpose of this study was to determine the effect of work discipline and workload on employee performance at PT Grmedia Emerald Bintaro Branch. The method used is quantitative. The sampling technique uses saturated sampling where all members of the population are used as samples, thus the sample in this study amounted to 65 respondents. Data analysis uses validity tests, reliability tests, classical assumption tests, regression analysis, correlation coefficients, determination coefficients and hypothesis tests. The population in this study were employees of PT Grmedia Emerald Bintaro Branch and the number of saturated samples amounted to 65 respondents. Data collection methods through questionnaires with a Likert scale, observation, and literature studies. The results of this study are work discipline has a significant effect on employee performance with a determination coefficient value of 20.2% and the hypothesis test obtained $t_{count} > t_{table}$ or $(3.997 > 1.998)$. Workload has a significant effect on employee performance with a determination coefficient value of 23.7% and the hypothesis test obtained $t_{count} > t_{table}$ or $(4.424 > 1.998)$. Work discipline and workload simultaneously significantly influence employee performance with the regression equation $Y = 20.128 + 0.235X_1 + 0.353X_2$, with a coefficient of determination of 26.7%, while the remaining 73.3% is influenced by other factors. Hypothesis testing obtained a calculated F value $> F$ table or $(11.315 > 3.15)$.

Keywords: Work Discipline; Workload; Employee Performance

INTRODUCTION

Technological developments and changes in people's consumption patterns have provided challenges as well as opportunities for the retail industry, including the bookstore business. As part of the creative industry, bookstores have a strategic role in providing a variety of information, education, and entertainment sources for the public. Even so, the current digital era also presents stiff competition from *e-commerce*, digital platforms, and online library services, which allow customers to easily access books and literacy content without having to come to a physical store.

Retail companies engaged in the bookstore business need to continue to innovate to attract customer interest, both through improving service quality, product completeness, and a comfortable and interactive shopping experience. In addition, it is important for bookstores to add selling value through supporting products such as stationery, interactive educational media, and rare book collections that may not be available on

digital platforms. This innovation is the main key for bookstores to compete and survive in the midst of dynamic market changes.

Therefore, Management in the bookstore business plays an important role in optimizing all the operational aspects necessary to achieve the success of the company. In the face of increasingly fierce competition, especially with the development of *e-commerce* and other digital platforms, effective management is key to ensuring bookstores remain relevant and able to meet market needs.

Along with that, the Human Resource Management Aspect in the bookstore business is an important element to ensure optimal operations and quality service. Managing Human Resources in a bookstore not only involves recruiting, training, and developing employees, but also setting schedules, work motivation, and providing incentives that are in accordance with performance. In addition, the Human Resources aspect plays a role in improving friendly and responsive customer service skills,



considering that interaction with customers is an important part of creating a positive shopping experience.

As a large and growing company, PT Gramedia Asri Media aspires to become a leading retail and publishing conglomerate in Southeast Asia through product distribution, market orientation, wholesale services, innovation, and ethical business practices, in accordance with its vision and mission statement. To achieve their goals, businesses rely on their employees as a hardworking force. There are many things to consider regarding employee performance improvement, considering that employees are an important asset for the company. One of the strategies for organizations to achieve high work productivity is good performance.

To meet the work standards that have been set, PT Gramedia requires its employees to have a high level of commitment and discipline when doing their work. In addition, to improve company performance, employees must be able to create an environment that encourages self-control in the workplace. An integrated, organized, and controlled ability to realize certain beliefs, identities, and goals of certain values that have been ingrained in a person. Discipline is a formed lifestyle.

Based on the results of the author's interview with the manager of PT Gramedia Emerald Branch regarding employee Work Discipline, it turns out that the employee discipline of PT Gramedia Emerald Bintaro Branch is still categorized as not good because there are employees who are often late, do not enter, and employees who do work permits or do not enter without information. The problems related to the level of employee discipline at PT Gramedia Emerald Bintaro Branch related to the attendance rate are as follows:

Table 1: Attendance Data of PT Gramedia Emerald Bintaro Branch in 2021-2023

Year	Number of Employees	Number of Working Days	Attendance				
			Permissi on	Al pha	La te	Qua nt ity	P re se nt %

2021	70	317	31	4	21	56	80%
2022	65	317	34	4	13	51	78%
2023	60	315	24	5	10	39	65%
Average			29%	4%	14%	48%	74%

Source: PT Gramedia Emerald Bintaro Branch 2024

Based on the exposure of the table above, it can be seen that the problems of work discipline over the last 3 years, show that the attendance of employees who do not enter is still high such as alpha, permits and late. In 2021 there was a total number of absences of 56 or in a percentage of 80%, then in 2022 there was a total number of absences of 51 or in a percentage of 78%, then in 2023 there was a total number of absences of 39 or in a percentage of 65%. In this case, the high level of employee absenteeism affects the results of employee work.

Another factor that can affect employee performance is workload. Workload is the work capacity that each employee adds physically and mentally which is an obligation that they must do, said Mahawati (2021:5). Each employee has unique and dedicated skills to each employee. Responsibility can be described as physical, mental, and social work. There are workloads who want to complete work so that goals can be achieved quickly. Workload is a concept that arises when there is a lack of capacity to process information.

According to Gibson that "workload is having to do too many tasks or allocating insufficient time to complete the task" in Riny Chandra (2017:671). One of the main causes of poor performance in the workplace is a lack of focus that causes two or more tasks to be completed simultaneously.

As the number of requests to perform these tasks increases, so does the



level of performance on the job. The survey conducted by the author to assess work-related issues at PT Gramedia Emerald Bintaro Branch is based on the following surveys:

Table 2: Pre-Survey Data of Workload of PT Gramedia Emerald Bintaro Branch in 2021-2023

N u m	Aspec ts	State ment	Y e s	Perce ntage	N o	Perce ntage
1	Empl oyment Condi tions	Always under stand the work tasks that must be done when worki ng every day	2 3	76,6 %	7	23,3 %
2	Usage of Worki ng Time	The achie vement of the work target s achieved makes them mentally exhausted	2 5	83,3 %	5	16,7 %
3	Target s to be achieved	Time or target set by the Company is too fast to be used	2 2	73,3 %	8	26,7 %

N u m	Aspec ts	State ment	Y e s	Perce ntage	N o	Perce ntage
		When worki ng				

Pre-Survey of PT Gramedia Emerald Bintaro Branch (2024)

Based on the pre-survey table of workload at PT Gramedia Emerald Bintaro Branch, it can be seen that there are 3 problems in the company, namely regarding aspects of work conditions, the use of working time, and targets that must be achieved. It can be seen from the physical aspect that the energy deployed to do their work tasks obtained a score of 76.6% so it can be said that the labor they mobilize cannot exceed what should be because each job has many job tasks.

In addition, it can also be seen from the mental aspect that the work tasks carried out make the workers mentally exhausted to get 83.3%, so it can be said that the tasks received by the workers make the workers mentally exhausted due to too many tasks. In addition, it can also be seen from the aspect of time showing less time to get 73.3%, so it can also be said that every employee at PT Gramedia Emerald Bintaro Branch has a very large workload, so that each employee does not have enough time to complete his work tasks.

A company's success in achieving its goals is influenced by employee performance. Managers from large to small businesses understand that managing people effectively is essential for success in today's highly competitive market. "Performance is the result of a person's hard work, both in terms of quality and quantity, which is achieved in carrying out his duties in accordance with the responsibilities given to him," according to Mangkunegara (2017:67). If the results of an effort meet or exceed pre-set standards or goals, then the person's work is considered good. On the other hand, if the gap between the two widened, then the person's work was considered bad.

According to the results of the author's interview with the manager of PT Gramedia Emerald Bintaro Branch,



employee performance has not met the company's expectations. This is supported by data collected from the author's observations at PT Gramedia Emerald Bintaro Branch, which are included in the Employee Performance Indicators, which are as follows:

Table 3: Employee Performance Data of PT Gramedia Emerald Bintaro Branch

N u m	Indi cato r	T a r g e t	2021		2022		2023	
			Ac hie ve me nts	Cr it er ia	Ac hie ve me nts	C r i t e r i a	Ac hie ve me nts	Cr it er ia
1	Working Quan tity	100%	70	Not Good	80	En o u g h	70	Not Good
2	Quality of Work	100%	75	En o u g h	80	En o u g h	75	En o u g h
3	Res pon sibil ities	100%	73	En o u g h	82	Good	85	Good
4	Collaboration	100%	72	En o u g h	85	Good	72	En o u g h
5	Discipline	100%	75	En o u g h	85	Good	70	Not Good
6	Initiatives	100%	70	Not Good	82	Good	82	Good
7	Communication	100%	72	En o u g h	80	En o u g h	75	En o u g h

Quantity	50 7		57 4		52 9	
Average	72 %	En o u g h	82 %	Good	75 %	En o u g h

Source: PT Gramedia Emerald Bintaro Branch 2024

Remarks: <50% = Very Poor, 51-60% = Poor, 61-70% = Poor, 71-80% = Sufficient, 81-90% = Good, 91-100% = Very Good.

Based on the exposure of employee performance data in the table above, it can be seen that, the performance results in 2021 show an average achievement of 72% with sufficient criteria, in 2022 there was a good increase of 82% with good criteria, then there was another decrease in 2023 to 75% which is categorized as sufficient. This is because there are still employees whose performance is still not optimal in pursuing predetermined targets.

The phenomenon that occurred at PT Gramedia Emerald Bintaro Branch shows that there are inconsistencies in work discipline and employee workload, which has an impact on the achievement of company targets. This also affects the overall decline in employee performance. Therefore, it is important to note that low work discipline and high workload can negatively impact employee performance, making it difficult for companies to achieve optimal performance in accordance with the goals that have been set.

The selection of PT Gramedia Emerald Bintaro Branch as the object of research is considered relevant because this company faces real problems that deserve further research. This research aims to identify and analyze ongoing problems, as well as encourage appropriate solutions for companies.

Method

This type of research is quantitative, according to Sugiyono (2020:8) argues that "quantitative research is a research method based on the philosophy of positivism, used to research on certain populations or samples, data collection using research instruments, quantitative or statistical data analysis, with the aim of



testing predetermined hypotheses". This study is an empirical study that aims to examine the influence between work discipline and workload variables on employee performance at PT Grmedia Emerald Bintaro Branch. The population and sample in this study amounted to 65 respondents, data collection using primary data by distributing questionnaires to respondents. The data analysis carried out includes: data instrument tests (validity and reliability), classical assumption tests (normality, multicollinearity, and heteroscedasticity), multiple linear regression tests, determination tests and hypothesis tests (t tests and F tests).

RESULTS OF RESEARCH AND DISCUSSION

Research Results

Validity Test

The validity test is used to determine whether the questionnaire is said to be valid or not. In this validity test, the researcher used SPSS version 26 with the following criteria:

- If the calculated value $>$ the table, then the statement item is said to be valid.
- If the rcalculated value $<$ rtable, then the statement item is said to be invalid.

The following are the results of the calculation of the validity test of each variable used by the researcher in this study, namely the variables of work discipline, workload and employee performance with the following details:

Testing the Validity of Work Discipline Variables (X1)

Based on the results of the validity test, the following results were obtained:

Table 4: Testing the Validity of the Work Discipline Statement Instrument (X1)

Statement No	r count	r Table	Remarks
KX1-1	0,442	0,244	Valid
KX1-2	0,601	0,244	Valid
KX1-3	0,513	0,244	Valid
KX1-4	0,676	0,244	Valid
KX1-5	0,774	0,244	Valid
KX1-6	0,602	0,244	Valid
KX1-7	0,667	0,244	Valid
KX1-8	0,685	0,244	Valid
KX1-9	0,688	0,244	Valid

Statement No	r count	r Table	Remarks
KX1-10	0,273	0,244	Valid

Source: Data Processing, 2025.

Based on the table above, if $r_{\text{counts}} > r_{\text{table}}$, it is declared valid and vice versa, if $r_{\text{counts}} < r_{\text{table}}$, it is declared invalid. In this study, the number of samples (n) to be tested was 65 respondents with a bidirectional significance level of 0.050 with the provision that $df = n - 2$, then $df = 65 - 2 = 63$, then the r table was obtained as 0.244. From the table above, it shows that statements on the work discipline variable can be said to be valid because all statements have a calculated r value of > 0.244 .

Workload Variable Validity Testing (X2)

Based on the results of the validity test, the following results were obtained:

Table 5: Testing the Validity of Workload Statement Instruments (X2)

Statement No	r count	r Table	Remarks
KX2-1	0,476	0,244	Valid
KX2-2	0,657	0,244	Valid
KX2-3	0,633	0,244	Valid
KX2-4	0,681	0,244	Valid
KX2-5	0,470	0,244	Valid
KX2-6	0,442	0,244	Valid
KX2-7	0,578	0,244	Valid
KX2-8	0,453	0,244	Valid
KX2-9	0,603	0,244	Valid
KX2-10	0,541	0,244	Valid

Source: Data Processing, 2025.

Based on the table above, it is known that all statements on the workload variable are declared valid, as evidenced by the value of $r_{\text{calculated}} > r_{\text{of the table}}$, $(n - 2) = 65 - 2 = 63$ which is 0.244. Thus, the data is suitable to be forwarded as research data.

Validity Testing of Employee Performance Variables (Y)

Based on the results of the validity test, the following results were obtained:

Table 6: Testing the Validity of Employee Performance Statement Instruments (Y)

Statement No	r count	r Table	Remarks
KY-1	0,562	0,244	Valid



Statement No	r count	r Table	Remarks
KY-2	0,568	0,244	Valid
KY-3	0,562	0,244	Valid
KY-4	0,772	0,244	Valid
KY-5	0,641	0,244	Valid
KY-6	0,614	0,244	Valid
KY-7	0,593	0,244	Valid
KY-8	0,719	0,244	Valid
KY-9	0,567	0,244	Valid
KY-10	0,632	0,244	Valid

Source: Data Processing, 2025.

Based on the table above, it is known that all statements on the employee performance variable are declared valid, as evidenced by the value of $r_{\text{calculated}} > r_{\text{of the table}}$, $(n-2) = 65 - 2 = 63$ which is 0.244. Thus, the data is suitable to be forwarded as research data.

Reliability Test

Reliability is an index that shows how reliable an instrument is. A valid instrument is generally definitely reliable, but a reliability tester needs to be done. The following is a table of instrument reliability results:

Reliability Test of Work Discipline Variables (X₁)

Based on the results of the reliability test, the following results were obtained:

Table 7: Reliability Test of Work Discipline Variables (X₁)

Reliability Statistics	
Cronbach's Alpha	N of Items
,784	10

Source: SPSS 26 data processing

From the table above, it can be seen that the work discipline variable is said to be reliable, because the test obtained a *cronbach alpha* value greater than 0.600, which is $0.784 > 0.600$.

Workload Variable Reliability Test (X₂)

Table 8: Variable Workload Reliability Test (X₂)

Reliability Statistics	
Cronbach's Alpha	N of Items
,742	10

Source: SPSS 26 data processing

From the table above, it can be seen

that the workload variable is said to be reliable, because the test obtained a *cronbach alpha* value greater than 0.600, which is $0.742 > 0.600$.

Employee Performance Variable Reliability Test (Y)

Table 9: Reliability Test of Employee Performance Variables (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
,812	10

Source: SPSS 26 data processing

From the table above, it can be seen that the employee performance variable is said to be reliable, because the test obtained a *cronbach alpha* value greater than 0.600, which is $0.812 > 0.600$.

Classic Assumption Test

This classical assumption test consists of a normality test, a heteroscedasticity test, and a multicollinearity test. The tool used to process the data is using the SPSS 26 program.

Normality Test

The normality test is carried out to find out whether the data population is normally distributed or not, the normality test is carried out by 2 (two) methods, namely: 1) Kolmogorov-Smirnov with the provision that if the significance value is > 0.05 , the data is declared normal. 2) A graph with the provision that the data distribution points are said to be normal if the data or scattered points are around the diagonal line and follow the direction of the diagonal line, on the other hand, the data is said to be not normally distributed if the data spreads far from the direction of the line or does not follow the diagonal line. The test results are as follows:

Table 10: Normality Test Results One-Sample Kolmogorov-Smirnov Test

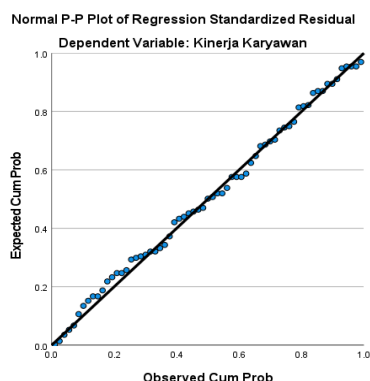
		Unstandardized Residual
N		65
Normal Parameters, b	Red Std. Deviation	0,0000000
		3,70696417
Most Extreme	Absolute	0,045
	Positive	0,042

Differences	Negative	-0,045
Test Statistic		0,045
Asymp. Sig. (2-tailed) ^c		0.200d
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		
e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 1502173562.		

Source: Data Processing, 2025.

From the table above, a significant value (2-tailed) of 0.200 can be obtained. Because the significance is more than 0.050 or (0.200 > 0.050), it is concluded that the data is normally distributed.

Furthermore, the normality test is also carried out using a *Probability Plot* (P-P Plot) graph which in principle normality can be detected by looking at the pattern of data distribution (points) on the diagonal axis of the graph or by looking at the histogram and its residuals or in other words following the direction of the diagonal line. The test results are as follows:



Source: Data Processing, 2025.

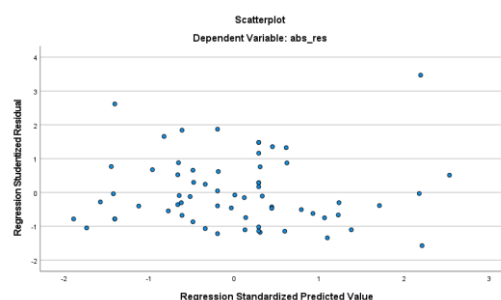
Figure 1: P-Plot of Normality Test

From the graph above, it can be seen that the dots are spread around the line and follow the direction of the diagonal line, so it can be concluded that the residual data from the variables of work discipline (X_1), workload (X_2) and employee performance (Y) that are studied are normally distributed data.

Heteroscedasticity Test

The heteroscedasticity test is to find out whether or not there is variance from

the residual variance for all observations in the regression model. In this study, the heteroscedasticity test can be seen in the *scatterplot* graph as follows:



Source: Data Processing, 2025.

Figure 2: Scatter Plot Graph of Heteroscedasticity Test Results

In the *scatter plot* image, it can be seen that the dots are scattered randomly and irregularly, so it can be concluded that there is no heteroscedasticity in this regression model.

Hypothesis Test

T test (Partial test)

To find out the influence between work discipline (X_1) and workload (X_2) on employee performance (Y) can be done with a t test (partial test). The provisions are as follows:

- 1) If the $t_{count} > t_{table}$ means that H_0 is rejected and H_a is accepted (there is an influence).
- 2) If the $t_{count} > t_{table}$ means that H_0 is accepted and H_a is rejected (no effect)

Partial Hypothesis Test for Work Discipline Variables (X_1)

The hypotheses that will be tested in this section are:

H_{01} : There was no significant influence between work discipline on employee performance at PT Grmedia Emerald Bintaro Branch.

H_{a1} : There is a significant influence between work discipline on employee performance at PT Grmedia Emerald Bintaro Branch.

The results of data processing using the SPSS Version 26 program, with the following results:

Table 11: Results of Partial Hypothesis Test Between Work Discipline (X_1) and Employee Performance (Y)

Coefficient					
Models	Unstandar dized Coefficien ts		Standa rdized Coeffici ents		Sig .
	B	Std. Erro r	Beta	t	
1 (Cons tant)	25, 481	4,86 9		5,2 33	0,0 00
Work Disci pline	0,4 60	0,11 5	0,450	3,9 97	0,0 00
a. Dependent Variable: Employee Performance					

Source: Data Processing, 2025.

Based on the test results in the table above, the value of $t_{\text{calculated}} > t_{\text{of the table}}$ or $(3.997 > 1.998)$ was obtained, this was also strengthened by a significance value of < 0.05 or $(0.000 < 0.05)$. Thus, H_{01} was rejected and H_{a1} was accepted, this shows that there is a significant positive influence between work discipline on employee performance at PT Grmedia Emerald Bintaro Branch.

Partial Hypothesis Test for Workload Variables (X_2)

The hypotheses that will be tested in this section are:

H_{02} : There was no significant influence between workload on employee performance at PT Grmedia Emerald Bintaro Branch.

H_{a2} : There is a significant influence between workload on employee performance at PT Grmedia Emerald Bintaro Branch.

The results of data processing using the SPSS Version 26 program, with the following results:

Table 12: Partial Hypothesis Test Results Between Workload (X_2) and Employee Performance

Coefficient					
Models	Unstanda rdized Coefficien ts		Standa rdized Coeffici ents		Sig .
	B	Std. Err	Beta	t	

		or			
1	(Cons tant)	23, 429	4,8 64	4,8 16	0,0 00
	Workl oad	0,51 0	0,1 15	0,487 24	0,0 00
a. Dependent Variable: Employee Performance					

Source: Data Processing, 2025.

Based on the test results in the table above, the t_{cal} value of $> t_{\text{of the table}}$ or $(4.424 > 1.998)$ was obtained, this was also strengthened by a significance value of < 0.05 or $(0.000 < 0.05)$. Thus, H_{02} was rejected and H_{a2} was accepted, this shows that there is a significant positive influence between workload on employee performance at PT Grmedia Emerald Bintaro Branch.

Simultaneous Test (F Test)

Statistical F testing is a joint test of all its independent variables (work discipline and workload) against its dependent variables (employee performance). The statistical calculation of F from ANOVA is carried out by comparing the critical values obtained from the distribution table F at a certain significant level. The hypothesis formulation made is as follows:

H_{03} : There was no significant influence between work discipline and workload simultaneously on employee performance at PT Grmedia Emerald Bintaro Branch.

H_{a3} : There is a significant influence between work discipline and workload simultaneously on employee performance at PT Grmedia Emerald Bintaro Branch.

As a comparison to see the significant effect, a significant level of 5% (0.05) was used and compared the F-calculation with the F-table with the following criteria:

- 1) If $F_{\text{calculated}} < F_{\text{table}}$ means H_0 is accepted and H_a is rejected
- 2) If $F_{\text{calculated}} > F_{\text{table}}$ means H_0 is rejected and H_a is accepted

The formula for finding the F value_{of the table} is:

$$(df = k-1) = df_1 = 3-1 = 2 \text{ and } (df_2 = n - k) = 65 - 3 = 62$$

So, with a significance of 5% or 0.05, F_{table} of 62 = 3.15 from the statistical table is

obtained. Here are the results of the ANOVA test or the F test:

Table 13: Results of simultaneous tests (test f) between work discipline (x1) and workload (x2) on employee performance (y)

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Models	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	321,000	2	160,500	11,315	.000
Residual	879,461	6	14,185		
Total	1200,462	6			
a. Dependent Variable: Employee Performance					
b. Predictors: (Constant), Workload, Work Discipline					

Source: Data Processing, 2025.

Based on the test results in the ANOVA table above, the value of $F_{\text{was obtained}} > F_{\text{of the table}}$ or ($11.315 > 3.15$) and strengthened with a significance of < 0.05 or ($0.000 < 0.05$). So it can be concluded that work discipline and workload together have a significant positive effect on employee performance at PT Grmedia Emerald Bintaro Branch.

Discussion

After the findings in this case are known, it is then analyzed how well the data presents the results of the research raised, especially the ability to explain how good work discipline and workload are to employee performance. Furthermore, the results of this study will be discussed as follows:

The Effect of Work Discipline (X1) on Employee Performance (Y)

Work discipline has a positive and significant relationship with employee performance. Disciplined employees tend to perform better because they follow the rules, value time, and are responsible for carrying out tasks.

Based on the results of the analysis, the research variable of work discipline had a significant effect on employee performance as evidenced by the results of the t -test calculation = 3.997 while $t_{\text{table}} = 1.998$ ($t_{\text{count}} > t_{\text{table}}$) with a significant level of

$0.000 < 0.05$, then H_{01} was rejected and H_{a1} was accepted.

This research is in line with research that has been conducted by Raymond et al, (2023) which states that Work Discipline has a positive and significant effect on Employee Performance. then research by Lia Asmalah and Pramono Yudho (2022) stated that discipline has a significant effect on Employee Performance. As well as research by Sinta Herlini Putri (2020) states that work discipline has a positive and significant effect on Employee Performance.

Effect of workload (x2) on employee performance (y)

The relationship between workload and employee performance is a complex one. Too high a workload can lower performance due to stress and fatigue, while a workload that is too low can also make employees less motivated. The best performance is usually achieved at the optimal level of workload, which is balanced between the employee's challenges and capabilities.

Based on the results of the analysis, the workload variable has a significant effect on employee performance as evidenced by the results of the t -test = 4.424 while $t_{\text{table}} = 1.998$ ($t_{\text{cal}} > t_{\text{table}}$) with a significant level of $0.000 < 0.05$, then H_{02} is rejected and H_{a2} is accepted.

This research is in line with the research that has been conducted by Sara Romatua Sinaga et al, (2021) which states that Workload has a positive and significant effect on Employee Performance. Then the research of Nira Cahayati et al, (2023) stated that Workload has a significant effect on Employee Performance. As well as research by Santi Octavianti and Rahmah Hamni (2022) states that Workload has a positive and significant effect on Employee Performance.

The Simultaneous Effect of Work Discipline (X1) and Workload (X2) on Employee Performance (Y)

Work discipline and workload have a significant relationship with employee performance. Good work discipline, such as obeying regulations and showing up on



time, can increase morale and productivity, which ultimately has a positive impact on performance. Conversely, workloads that are too high or too low can also affect performance. Excessive workloads can lead to stress and fatigue, while too light workloads can reduce motivation.

Based on the results of the Anova test, the value of $F_{cal} > F_{table}$ or $(11.315 > 3.15)$ was obtained and also strengthened with a significant value of < 0.05 or $(0.000 < 0.05)$, then H_{o3} was rejected and H_{a3} was accepted. So it can be concluded that work discipline and workload together have a significant positive effect on employee performance at PT Grmedia Emerald Bintaro Branch.

This research is in line with research that has been conducted by Yuniman Zebua (2020) stating that Work Discipline and Workload have a positive and significant effect on employee performance. Then the research of Nur Alif Akasyah and Ading Sunarto, (2024) states that work discipline and workload have a positive and significant effect on Employee Performance

Conclusion

Based on the results of the description in each previous chapter, and from the results of the analysis and discussion of the influence of work discipline (X_1) and workload (X_2) on employee performance (Y), the following are as follows:

1. Partially, work discipline has a significant effect on employee performance, as evidenced by the results of the hypothesis test obtained by t_{count} of $> t_{table}$ ($3.997 > 1.998$) and also strengthened by a significance of $0.000 < 0.05$. So H_{a1} was accepted. Thus, it can be concluded that the variable of work discipline has a significant effect on employee performance at PT Grmedia Emerald Bintaro Branch.
2. Partially the workload has a significant effect on employee performance, this is evidenced by the results of the hypothesis test obtained by t_{count} of $> t_{table}$ ($4.424 > 1.998$) and also strengthened by a significance of 0.000

< 0.05 . So H_{a2} was accepted. Thus, it can be concluded that workload variables have a significant effect on employee performance at PT Grmedia Emerald Bintaro Branch.

3. Work discipline and workload simultaneously have a significant effect on employee performance, this is evidenced by the results of the hypothesis test obtained $F_{count} > F_{table}$ or $(11.315 > 3.15)$ and also strengthened with a significance of $0.000 < 0.05$. Hence H_{a3} is accepted. Thus, it can be concluded that the variables of work discipline and workload simultaneously have a significant effect on employee performance at PT Grmedia Emerald Bintaro Branch.

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