

**THE IMPACT OF COMPETENCY AND WORKLOAD ON EMPLOYEE
PERFORMANCE AT THE CENTER FOR METEOROLOGY, CLIMATOLOGY,
AND GEOPHYSICS, REGION II, SOUTH TANGERANG CITY**

Ella Oktavia Andriyani^{1*}, Fathan Arif²

Pamulang University, South Tangerang, Indonesia

laella2810@gmail.com¹ dosen02154@unpam.ac.id²

ABSTRACT

This study aims to determine the partial and simultaneous impacts of competence and workload on employee performance at the Center for Meteorology, Climatology, and Geophysics (BBMKG) Region II in South Tangerang. The associative quantitative method was used. A saturated sample technique was used to collect data, yielding a sample of 83 respondents. Data analysis included validity tests, reliability tests, classical assumption tests, regression analyses, correlation coefficients, coefficients of determination, and hypothesis testing. The results of this study show that competence significantly affects employee performance, with a coefficient of determination of 33.4%. The partial t-test obtained a t-value greater than the t-table value ($6.376 > 1.989$). Workload significantly affects employee performance, with a coefficient of determination of -60.1%. The partial t-test obtained a t-value greater than the t-table value ($-6.76 > 1.989$). The regression equation for competence and workload on employee performance is $Y = 53.270 + 0.246X_1 + -0.513X_2$. The coefficient of determination is 58.1%; the remaining 41.9% is influenced by other factors. The simultaneous F-test yielded an F-count greater than the F-table ($55.562 > 3.96$), indicating that competence and workload significantly impact employee performance at the Center for Meteorology, Climatology, and Geophysics (BBMKG) Region II in South Tangerang.

Keywords: Competence, Workload, Employee Performance

INTRODUCTION

Human resources (HR) are a key asset in an organization, determining the success of achieving organizational goals. In today's era of global competition, organizations are required to have employees with adequate competencies and the ability to optimally manage their workload to improve overall performance. Strong competencies enable employees to work efficiently and effectively, while proper workload management can prevent decreased productivity due to fatigue or task incompatibility.

The Meteorology, Climatology, and Geophysics Agency (BMKG) Region II of South Tangerang City, as the agency responsible for meteorology, climatology, and geophysics, faces challenges in managing its human resources. One of the challenges is the limited competency training quota, which creates a gap in knowledge and understanding between employees who participate in competency training and those who do not. Furthermore, the competency training materials provided are often less relevant to employees' daily work, as they are centrally compiled by the BMKG without considering the specific needs of each region. This results in less than optimal competency training outcomes in improving employee competency.

However, the phenomenon that occurs in the field shows a gap in competency mastery among employees, which is related to the limited quota of competency training, as well as the lack of application of competency training results in daily work. Data obtained from the results of the initial survey (pre-survey) shows that only around 40% of employees who have participated in the training feel that the training material provided is relevant and can be directly applied in the workplace. Most other employees stated that the competency training they participated in focused more on theory and was not accompanied by in-depth practice. This has the potential to create uneven levels of competency among employees, which can affect the overall performance of the organization.

Table 1.1 Pre-Survey Data of Competency Variable (X1) of MKG Center Region II South Tangerang

No	Indicator	Statement	Yes		No	
			(Person)	(%)	(Person)	(%)
1	Knowledge	employees receive adequate competency training.	8	32%	17	68%
2	Understanding	Employees understand the SOPs that apply within the organization	11	44%	14	56%
3	Skill	Employees have the technical ability to solve problems in accordance with their duties and responsibilities	19	76%	6	24%
4	Attitude	Employees can work together as a team and respect differences	15	60%	10	40%
5	Mark	Employees always maintain integrity and honesty in carrying out their duties.	21	84%	4	16%
6	Interest	employees want to update their job knowledge and skills	12	48%	13	52%

Source: Data from BBMKG Region II South Tangerang, 2025

Based on Table 1.1 above, several indicators point to challenges related to employee competency. Sixty-eight percent of employees stated they had never participated in competency training, indicating limited access to knowledge development in the workplace. Furthermore, in the skills indicator, although the majority of employees (76%) felt capable of completing tasks and responsibilities within their respective fields, a gap remained apparent in the attitudes indicator, with only 60% of employees stating they could work well in teams. This indicates potential barriers to collaboration that could impact organizational productivity.

Furthermore, 84% of employees demonstrate integrity in carrying out their duties, but their low interest in updating their knowledge is reflected in only 48% of employees actively seeking to improve their competency. This factor indicates the need for organizational strategies to increase motivation for self-development, particularly through relevant training. Employees with high competency are better able to understand work procedures, resolve problems, and achieve optimal performance.

Pre-survey results indicate that workloads that don't align with an employee's abilities or position often result in decreased motivation and productivity. Some employees feel their work is too demanding without adequate support, while others

find their work too monotonous or unchallenging, resulting in less job satisfaction.

Table 1.2 Pre-Survey Data for Workload Variable (X2) of the MKG Center Region II South Tangerang

No	Indicator	Statement	Yes		No	
			(Person)	(%)	(Person)	(%)
1	Working Conditions	The superior always supervises work during working hours.	12	48%	13	52%
2	Use of Time	employees can complete tasks on time despite having tight time constraints	14	56%	11	44%
3	Targets to be achieved	The targets given by the agency are in accordance with capabilities.	8	32%	25	68%

Source: Data from BBMKG Region II South Tangerang, 2025

Table 1.2, regarding workload at BBMKG Region II, shows that 48% stated that their superiors consistently supervise their work during working hours, while 52% stated that they do not. This indicates that supervisory oversight is not evenly distributed across all employees and indicates that control over task implementation is suboptimal, which can impact employee performance.

As many as 56% of employees stated that they were able to complete tasks on time despite having tight time constraints. In addition, only 44% of employees felt unable, this shows that more than half of employees have good time management, although some still experience pressure due to limited time, which can be a psychological burden in carrying out tasks. Meanwhile, 68% with the majority of targets do not meet this reflects a gap between employee capabilities and worker demands that have the potential to cause work stress and decreased productivity.

The data shows that although employees are still able to adapt to time pressure, incomplete work supervision and work targets that are considered too high are indicators that the workload at BBMKG Region II is considered high and has the potential to negatively impact employee performance. Workload is the amount of work that must be completed by employees in a certain time period, which can be seen in terms of quantity, complexity, and time pressure. Excessive workload can cause fatigue, stress, and decreased performance, while an appropriate workload can boost productivity.

Tujuan, Sasaran Strategi, indikator kinerja sasaran							Satuan	Unit Organisasi Pelaksana			
NO	Tujuan	Sasaran Strategi	Indikator Kinerja Sasaran	Target							
				2020	2021	2022	2023	2024			
1	Terdistribusikannya informasi pelayanan Meteorologi, Klimatologi, dan Geofisika serta Kalibrasi yang cepat, tepat, akurat dan mudah dipahami untuk mendukung keselamatan masyarakat pengguna dan pembangunan Wilayah	Meningkatnya layanan komunikasi dan teknologi MKG di daerah	Persentase peralatan operasional meteorologi, klimatologi dan geofisika laik dipersonalisasi	96	97	97	98	99	%	Bidang Observasi	
			Rata-rata Indeks kepuasan pengguna layanan informasi MKG di wilayahnya	3.5	-	-	-	-	Skala Likert	Bidang data dan Informasi	
			Persentase ketersediaan data MKG yang termonitoring di Balai Besar MKG Wilayah II	96	96	96	97	97	%	Bidang data dan Informasi	
		Meningkatnya Layanan Informasi MKG yang Berkualitas	Persentase akurasi informasi prakiraan cuaca dan iklim	-	90	90	91	91	%	Bidang data dan Informasi	
			Persentase kecepatan informasi perkapabumi M-5 dalam waktu kurang dari 10 menit	-	90	90	91	91	92	%	Bidang data dan Informasi
			Indeks kepuasan masyarakat terhadap layanan informasi MKG Balai Besar MKG	-	3.6	3.61	3.62	3.63	Skala Likert	Bidang data dan Informasi	
2	Tercapainya tata kelola manajemen yang baik dan bersih	Meningkatnya Tata Kelola Manajemen yang Baik	Nilai APIP atas evaluasi AKIP	-	85	-	-	%	Bagian Tata Usaha		

Source: Data from BBMKG Region II South Tangerang, 2025

Figure 1.1 Performance Variable Data (Y) of the MKG Center for Region II, South Tangerang

Based on Figure 1.1 related to the performance carried out at the Center for Meteorology, Climatology and Geophysics Region II of South Tangerang City, the data shows that Overall, these results indicate consistent target achievement during the observation period, however, although most are above 90%, the achievement is still below the ideal expectation of 100%. The consistency of the achievements above indicates that the strategies and programs that have been implemented are relatively effective in achieving the objectives. However, there are areas that still need to be improved. This gap indicates the potential for significant improvement and requires a more comprehensive and measurable strategy. Further analysis is needed to identify the root causes of the gap between achievements and targets.

METHOD

The type of research used in this study is quantitative associative research. According to Sugiyono (2016:44), "associative research is research that aims to determine the influence or relationship between two or more variables." Quantitative research According to Sugiyono (2019:7), "Quantitative methods are methods based on the philosophy of positivism aimed at describing and testing hypotheses made by researchers."

The research location was taken as the object of the Meteorology, Climatology, and Geophysics Agency (BMKG) Region II, South Tangerang City, Jl. H. Abdul Gani No. 05, Cemp. Putih, Ciputat Tim. District, South Tangerang City, Banten 15412. with the consideration that both the data and information needed are easy to obtain in order to make it easier and faster for researchers to complete their research.

This research will be conducted in stages, starting with observation, submitting a research title, submitting a proposal, data management, and so on. The research will be completed from September 2024 to completion, ensuring the necessary data and information can be gathered.

In this study, the population used was all 83 employees of the Meteorology, Climatology, and Geophysics Center Region II, South Tangerang City (PNS). In this study, a saturated sampling technique was used, where the sample used was all 83 employees of the Meteorology, Climatology, and Geophysics Center Region II, South Tangerang City.

RESEARCH RESULT

Normality Test

Table 4.1 One Sample Kolmogorov-Smirnov Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		83
Normal Parameters ^{a,b}	Mean	.0000000
	Standard Deviation	3.61152496
Most Extreme Differences	Absolute	.058
	Positive	.054
	Negative	-.058
Test Statistics		.058

Asymp. Sig. (2-tailed)

.200c,d

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.
- This is a lower bound of the true significance.

Source: SPSS 24 Output (2025)

Based on Table 4.15 above, the significance value of the Kolmogorov-Smirnov test is 0.200 ($p > 0.05$). This indicates that the residuals are statistically normally distributed. Thus, the normality assumption is met and the residual data is suitable for use in regression analysis.

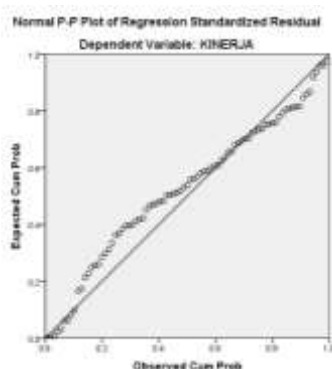


Figure 4.1 Normality Test Results with PP Plot Graph

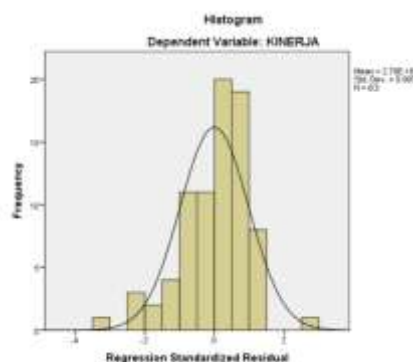


Figure 4.2 Normality Test Results with Histogram.

Based on the Kolmogorov-Smirnov test, a significance value of 0.200 ($p > 0.05$) was obtained, which statistically indicates that the data is normally distributed. This is supported by the results of the P-Plot and histogram graphs, which show a residual distribution approaching a normal distribution pattern, with points spread around the diagonal line and a histogram pattern resembling a normal curve. Therefore, it can be visually concluded that the regression model meets the assumption of residual normality.

Multicollinearity Test

Table 4.2 Multicollinearity Test

Coefficients ^a				
Model	Unstandardized Coefficients	Standardized Coefficients	t	Collinearity Sig. Statistics

	B	Std. Error	Beta			Tolerance	VIF
1(Constant)	53,270	3,401		15,662.000			
COMPETENCE	.246	.038	.479	6,493	.000	.962	1,040
WORKLOAD	-.513	.075	-.507	-6,875	.000	.962	1,040

a. Dependent Variable: PERFORMANCE

Source: SPSS 24 Output (2025)

Referring to table 4.16 of the multicollinearity test results above, the competency tolerance value can be obtained as 0.962 and the workload as 0.962 where both values are more than > 0.01 and the VIF value of the competency variable is 1.040 and the workload is 1.040 which means the value is less than < 10 . Therefore, it can be concluded that there are no symptoms of multicollinearity among the variables.

Heteroscedasticity Test

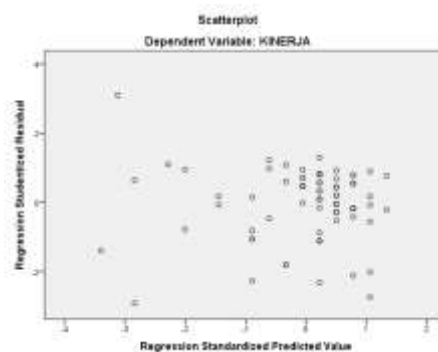


Figure 4.3 Scatter Plot Graph of Heteroscedasticity Test Results

The graph above shows that the points on the scatterplot are spread out without any clear or consistent pattern. This indicates there is no heteroscedasticity, so this regression model is acceptable.

Table 4.3 Heteroscedasticity Test

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1(Constant)	2,317	1,903		1,218	.227
COMPETENCE	.019	.021	.100	.890	.376
WORKLOAD	-.040	.042	-.108	-.957	.342

a. Dependent Variable: ABS_RES

Source: processed by researchers 2025

In the table, Glejser test Since all significance values are greater than 0.05, there is no heteroscedasticity problem.

Multiple Linear Regression Analysis

Table 4.4 Multiple Linear Regression Test of Competence (X1) and Workload (X2) on Employee Performance (Y)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

1(Constant)	53,270	3,401		15,662.000
COMPETENCE	.246	.038	.479	6,493.000
WORKLOAD	-.513	.075	-.507	-6,875.000

a. Dependent Variable: PERFORMANCE

Source: Source: by SPSS 24 (2025)

Referring to the results of the multiple linear regression test above, the regression equation $Y = 53,270 + 0.246X_1 + -0.513X_2$ can be obtained. Based on this equation, the following conclusions can be drawn:

- 1) The constant value of 53,270 means that if the competency and workload variables are not taken into consideration, employee performance will only have a value of 53,270.
- 2) The competency coefficient value of 0.246 means that if the workload remains constant, then every increase of one competency unit will increase employee performance by 0.246.
- 3) A workload value of -0.513 means that if competency remains constant, then every 1 unit increase in workload will increase employee performance by -0.513.

Correlation Coefficient Analysis (r)

Table 4.5 Simultaneous Correlation Coefficient Test of Competence (X1) Workload (X2) on Employee Performance (Y)

Model Summary

Model	R	Adjusted R Square	Standard Error of the Estimate	Change Statistics				Sig.	F
				R Square Change	F Change	df1	df2		
1	.763a	.581	3,656	.581	55,562	2	80	.000	

a. Predictors: (Constant), WORKLOAD, COMPETENCE

Source: SPSS 24 Output (2025)

Referring to the test results above, the correlation coefficient (R) value is obtained at 0.763 with a significance level of 0.000, which indicates that there is a strong and significant relationship simultaneously between competence (X1) and workload (X2) on employee performance (Y). The coefficient of determination (R Square) value of 0.581 is in the interval of 0.400-0.599 indicating that 58.1% of changes in employee performance are influenced by competence and workload together, while the remaining 41.9% is influenced by other factors outside this research model such as motivation, organizational culture, leadership etc. Thus, competence and workload contribute significantly in improving employee performance.

Analysis of the Coefficient of Determination

Table 4.6 Simultaneous Test of Determination Coefficient of Competence (X1) Workload (X2) on Employee Performance (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.763a	.581	.571	3,656

a. Predictors: (Constant), WORKLOAD, COMPETENCE

Source: SPSS 24 Output (2025)

Referring to the test results table above, the coefficient of determination value obtained is 0.581, so it can be concluded that the competency and workload variables influence the employee performance variable by 58.1%, while the remaining $(100 - 58.1\%) = 41.9\%$ is influenced by other factors such as leadership, organizational culture, motivation, etc.

Partial Hypothesis Testing (t-Test)

Table 4.7Hypothesis Test (t-Test) of Competency Variable (X1) on Employee Performance Coefficientsa

Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1(Constant)	39,786	3,483		11,424	.000
COMPETENCE	.297	.047	.578	6,376	.000

a. Dependent Variable: PERFORMANCE

Source: SPSS version 24 output (2025)

As seen in the table above, there is a sig value of 0.000 for X1. The sig value is smaller than the probability value of 0.05 or a value of $0.000 < 0.05$, so H_0 is rejected and H_1 is accepted. The variable X1 has a calculated t of 6.376 with a t table of 1.989. So, the calculated $t > t$ table can be concluded that the variable X1 has a significant influence on Y. The t value shows that the competency variable (X1) has a significant influence on employee performance (Y) on Center for Meteorology, Climatology and Geophysics Region II, South Tangerang City.

Table 4.8Hypothesis Test (t-Test) of Workload Variable (X2) on Employee Performance (Y) Coefficientsa

Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1(Constant)	73,268	1,772		41,349	.000
WORKLOAD	-.608	.090	-.601	-6,762	.000

a. Dependent Variable: PERFORMANCE

Source: SPSS 24 Output (2025)

As seen in the table above, there is a sig value of 0.000 for X2. The sig value is smaller than the probability value of 0.05 or a value of $0.000 < 0.05$, so H_0 is rejected and H_1 is accepted. The variable X2 has a calculated t of -0.601 with a t table of 1.989. So $t \text{ count} > t \text{ table}$ it can be concluded that variable X2 has a significant influence on Y. The t value shows that the Workload variable (X2) has a significant influence on employee performance (Y) at the Center for Meteorology, Climatology and Geophysics Region II, South Tangerang City.

Simultaneous Hypothesis Test (F Test)

Table 4.9Simultaneous Hypothesis Test (f) of Competence (X1) Workload (X2) on Employee Performance (Y)

ANOVA					
Model	Sum of Squares	df	Mean Square	F	Sig.

1 Regression	1485.645	2	742,823	55,562	.000b
Residual	1069,535	80	13,369		
Total	2555.181	82			

a. Dependent Variable: PERFORMANCE

b. Predictors: (Constant), WORKLOAD, COMPETENCE

Source: SPSS 24 Output (2025)

Based on the test data results above, the calculated $F > F_{table}$ or $(55,562 > 3.96)$ is obtained, this is also strengthened by the significance < 0.050 or $(0.000 < 0.05)$. Thus, H_0 is rejected and H_3 is accepted. This shows that competence and workload together have a significant impact on employee performance.

DISCUSSION

Competency Variables(X_1)

Based on the results of the discussion, the regression equation value $Y = 39.786 + 0.297X_1$ was obtained, the correlation coefficient value was obtained at 0.578, meaning that the two variables have a strong level of relationship. The determination value or contribution of its influence was 0.334 or 33.4%. While the remaining 66.6% was influenced by other factors such as leadership, organizational culture, motivation, etc. The hypothesis test obtained a calculated t value $> t$ table or $(6.376 > 1.989)$. Thus, H_0 was rejected and H_1 was accepted. This shows that competence has a significant impact on employee performance.

Workload Variable (X_2)

Based on the test results, the regression equation value $Y = 73,268 + -0.608X_2$ was obtained, the correlation coefficient value was -0.601, meaning that the two variables have a moderate level of relationship. The determination value or contribution of its influence was -0.601 or -60.1%. While the remaining 39.9% was influenced by other factors such as Motivation, Organizational Culture, Leadership, etc. The hypothesis test obtained a calculated t value $> t$ table or $(-6,762 > 1.989)$. Thus, H_0 was rejected and H_1 was accepted. This shows that Workload has a significant impact on employee performance.

Employee Performance Variable (Y)

Based on the results of the study, it shows that competence (X_1) and workload (X_2) have a significant effect on employee performance with the regression equation $Y = 53,270 + 0.246X_1 + -0.513X_2$. The correlation coefficient value or level of relationship between the independent variable and the dependent variable is 0.763, meaning it has a strong relationship. The determination coefficient value or contribution of its influence simultaneously is 58.1%, while the remaining 41.9% is influenced by other factors such as Motivation, Leadership, Organizational Culture, etc. The hypothesis test obtained a calculated F value $> F$ table or $(55,562 > 3.96)$. Thus, H_0 is rejected and H_3 is accepted. This means that there is a significant impact simultaneously between competence and workload on employee performance.

CONCLUSION

1. There is a significant impact between competence on Employee Performance at the Center for Meteorology, Climatology, and Geophysics Region II, South Tangerang City. The hypothesis test obtained a calculated t value $> t$ table or $(6.546 > 1.989)$. Thus, H_0 is rejected and H_1 is accepted with the regression

equation $Y = 26.346 + 0.456X_1$. The correlation value obtained is 0.588, meaning there is a strong relationship of 58.8%. While the remaining 41.2% is determined by other factors or variables not examined in this study.

2. There is a significant impact between workload on Employee Performance at the Center for Meteorology, Climatology, and Geophysics Region II, South Tangerang City. The hypothesis test obtained a calculated t value $> t$ table or $(-6.762 > 1.989)$. Thus, H_0 is rejected and H_2 is accepted with the regression equation $Y = 73.268 + -0.608X_2$. -0.601 means there is a strong relationship of -60.1% , while the remaining 39.9% is influenced by other factors such as Motivation, Organizational Culture, leadership, etc. which were not examined in this study.
3. There is a significant impact between competence and workload on Employee Performance at the Center for Meteorology, Climatology, and Geophysics Region II of South Tangerang City. The hypothesis test obtained a calculated F value $> F$ table or $(55,562 > 3.96)$. Thus, H_0 is rejected and H_3 is accepted with the regression equation $Y = 53,270 + 0.246X_1 + -0.513X_2$. The correlation value of 0.637 means that there is a strong relationship of 63.7% , the correlation value of 0.763 means that there is a strong relationship of 58.1% , while the remaining 41.9% is determined by other factors such as Motivation, Organizational culture, leadership, etc. which were not examined in this study.

REFERENCES

- Afandi, P. (2016). Human Resource Management, Theory, Concepts and Indicators, 1st edition. Zanafana Publishing. Riau.
- Afandi, P. 2018. Human Resource Management (Theory, Concepts and Indicators). Riau: Zanafana Publishing.
- Anggini, ER, Yusra, M., Razif, R., & Rais, RGP (2023). The influence of competence, work motivation and workload on the performance of rural and urban land and building tax collectors (PBB-P2) in Kualuh Hulu District, North Labuhanbatu Regency. *Malikussaleh Accounting Journal (JAM)*, 2(4), 608-617.
- Anggraeni, T. (2019). The Influence of Competence and Motivation on Employee Performance. *Jurnal ekbis*, 20(1), 1206-1222.
- Budiasa, K, I. (2021). Workload and Human Resource Performance. CV. Pena Persada, Central Java.
- Ghozali, 1. (2017). Application of Multivariate Analysis with SPSS Program Semarang: Diponegoro University.
- Ghozali, Imam. (2016). Multivariate Analysis Applications with IBM SPSS 23 Program (8th Edition). Semarang: 8th Edition. Diponegoro University Publishing Agency.
- Handayani. Ririn. (2020). Social Research Methodology. Yogyakarta: Transmedia Grafika.
- Handoko, TH (2020) Personnel and Human Resource Management. Yogyakarta: BPFE-Yogyakarta.
- Hasibuan M. (2017). Human Resource Management Revised Edition Jakarta: PT Bumi Aksara.
- Hasibuan, MS (2019). Human Resource Management. Jakarta: Bumi Aksara

- Imam Ghozali. (2018). *Multivariate Analysis Application with SPSS Program*. Fifth Edition. Semarang: Diponegoro University Publishing Agency.
- Kasman, PSP (2021). Factors Influencing the Performance of Indonesian Islamic Banks: Human Resource Empowerment, Work Motivation, and Organizational Change. *Journal of Educational Management and Social Sciences*, 2(2), 689-696.
- Kasmir. (2016). *Human Resource Management (Theory and Practice)*. Depok: PT Rajagrafindo Persada.
- Kumar, S., & Kumar, V. (2019). Impact of Workload and Competence on Employee Performance: A Study of Manufacturing Industry. *Journal of Management and Organization*, 25(2), 147-162.
- Lilis-Suryani, N. (2017). The Influence of Motivation and Competence on Employee Performance at the Secretariat General of the Regional Representative Council of the Republic of Indonesia. *Jenius: (Scientific Journal of Human Resource Management)*, 1(1).
- Mujiatun, S. (2019). The Effect of Training and Work Motivation on Employee Competence at Regional Office VI of the Medan State Civil Service Agency. *Journal of Chemical Information and Modeling*, 15(1), 48-60.
- Nurjaya, N., Affandi, A., Erlangga, H., Sunarsi, D., & Jasmani, J. (2021). The effect of product promotion and innovation activities on marketing performance in middle small micro enterprises in Cianjur. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, 4(1), 528-540.
- Nurwin, KJ, & Frianto, A. (2021). The Influence of Competence and Motivation on Employee Performance in Insurance Companies. *Journal of Management Science*, 9(3), 1-10.
- Octavianti, S., & Hamni, R. (2022). The effect of job satisfaction and workload on employee performance at PT Inkabiz Indonesia. *Fair Value: Scientific Journal of Accounting and Finance*, 5(3), 1490-1496.
- Pamungkas, IB (2017). The influence of management informatics systems, competence, and motivation on employee performance at PT. Circleka Indonesia Utama (Jakarta area). *KREATIF Journal: Marketing, Human Resources, and Finance*, 5(1), 18-29.
- Pricilla, L., & Octaviani, IS (2020). The Influence of Competence, Organizational Commitment, and Career Development on Employee Performance at PT Bank Cimb Niaga, TBK Temanggung Regency Branch. *KREATIF: Scientific Journal of Management Study Program, Pamulang University*, 8(2), 29-38.
- Purba, N., & Setiyono, S. (2022). The Effect of Compensation, Competence, and Workload on Employee Performance at PT. Indodrill Indonesia. *Indonesian Journal of Social Sciences*, 3(2), 468933.
- Putra, B. P., & Haryadi, R. N. (2022). Pengaruh komunikasi dan disiplin kerja terhadap kinerja karyawan pada PT. Mackessen Indonesia. *Jurnal Ekonomi Utama*, 1(3), 154-159.
- Putra, DA, & Hikmah, H. (2023). The Influence of Competence, Workload, and Motivation on Employee Performance at the Batam City Government Communication and Information Service. *eCo-Buss*, 6(2), 488-497.
- Rahadi, R. D., Susilowati, E., and Farid, M. (2021). *Human Resource Competence*. CV. Lentera Ilmu Madani, Bekasi

- Rahmawati, A., & Wicaksono, W. (2025). The Influence of Employee Competence and Employee Workload on Employee Performance at PT. Permodalan Nasional Madani Bogor Branch. *Academic Journal of Economics and Management*, 2(1), 358-370.
- Renaldi et al., (2022). The Influence of Leadership Style and Work Facilities on the Performance of Employees at the Indramayu Regency Public Works and Public Housing Agency (DPUPR). *Investment Journal*. 8(2):45
- Rivai Veithzal. (2020). *Human Resource Management for Companies*. Publisher: PT Raja Grafindo Persada, Jakarta, 2010.
- Robbins, S., & Timothy, A. (2018). *Organizational Behavior*. Twelfth Edition. Jakarta: Salemba Empat.
- Sastra, BA, Zulfadil, Z., & Fitri, K. (2017). The influence of employee competence and workload on employee performance at Bank Danamon, Tuanku Tambusai, Pekanbaru branch (Doctoral dissertation, Riau University).
- Sedarmayanti. (2017). *Human Resource Management*. Bandung: Refika ditama
- Silaen, Sofar., 2018., *Social Research Methodology for Writing Theses and Dissertations*, In Media, Bandung.
- Sinaga, OS et al. (2020). *Performance Management in Organizations*. Kita Menulis Foundation.
- Sinambela, Lijan Poltak and Sarton Sinambela. 2019. *Performance Management: Management, Measurement and Performance Implications*. Depok: Rajawali Pers.
- Sugiyono. (2017). *Quantitative, Qualitative, and R&D Research Methods*. Bandung: Alfabeta.
- Sugiyono. (2018). *Educational Research Methods: Quantitative, Qualitative, and R&D Approaches*. Bandung: Alfabeta.
- Sugiyono. (2019). *Administrative Research Methods: supplemented with R & D Methods*, Bandung: Alfabeta.
- Syamsuddin, R. A., Pratama, A., Sunarsi, D., & Affandi, A. (2021). The Effect of Compensation and Work Discipline on Employee Performance with Work Motivation as an Intervening Variable. *Kontigensi: Jurnal Ilmiah Manajemen*, 9(1), 89-94.
- Wulansari, A., Ismuni, M., & Haryadi, R. N. (2025). Pengaruh Kualitas Produk dan Rating Toko terhadap Keputusan Pembelian Konsumen Muslim pada Brand Elzatta di Tiktokshop: Studi pada Masyarakat Kecamatan Cileungsi Kabupaten Bogor. *KINERJA: Jurnal Manajemen Organisasi dan Industri*, 4(1), 79-91.
- Yunanti, S., & Putri, NA (2022). The Influence of Workload and Work Environment on Employee Performance at Asyifa Depok Hospital. *Journal of Scientific Management*, 2(4), 405-414.
- Yuniarti, Rina. et al. (2021). *Employee Performance (Theoretical and Practical Review)*. Bandung: Widina Bhakti Persada.
- Yusiani, AS, & Maulida, H. (2024). THE EFFECT OF WORK DISCIPLINE AND COMPETENCE ON EMPLOYEE PERFORMANCE AT PT ANEKA TAMBANG TBK GEOMIN UNIT SOUTH JAKARTA. *Scientific Journal of Economics and Management*, 2(11), 14-25.