


The Influence Of Workload And Communication On Employee Performance In The Indramayu Class Iii Port Organization Unit Office

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Article Info	ABSTRACT
Keywords: Workload Organizational Communication Employee Performance	This research aims to analyze the influence of workload and communication on employee performance at the Class III Port Management Unit Office of Indramayu Regency. Using a quantitative approach, the research involved 34 respondents using a total sampling technique. Hypothesis test results show that workload and communication have a significant effect on employee performance. Workload (X1) has a significance value of 0.01, which is smaller than the probability of 0.05, so the hypothesis that workload affects performance is accepted. Likewise, organizational communication (X2) has a significance value of 0.04, also smaller than the probability of 0.05, so the hypothesis that communication influences performance is accepted. Further testing by comparing the calculated t and t table values confirms this result: workload with a calculated t of 4.142 is greater than a t table of 1.696, and communication with a calculated t of 2.056 is greater than a t table of 1.696, so both hypotheses are accepted. Thus, workload and communication are proven to have a positive effect on employee performance at the Class III Indramayu Port Management Unit Office.
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INTRODUCTION

In this modern era, companies are expected to be able to improve company performance by encouraging employee performance improvement programs. Human Resources are considered a factor that must be considered in improving company performance. Human Resources are a driving factor for a company because the progress of a company depends on the Human Resources behind it. Human resources include individuals working in industry or business, with skills that must be developed to achieve goals. For HR employees to work efficiently, businesses must implement daily management practices through strategic planning, implementation, and monitoring.

In conditions of tight competition, human resource quality factors greatly influence worker productivity. In this case, employees must be prepared so that they can be relied on for progress. The Class III Indramayu Port Organizing Unit Office must prepare human resources well so as not to be left behind in global competition. Employees need to carry out their duties according to their authority in personnel management. Experts suggest that

leaders must carry out employee development, including coordination, for the progress of the inspectorate.

Indramayu Port Organizing Unit Office for 2022 has been well realized, with budget realization reaching 97.87% of the ceiling. This success is thanks to the commitment and support of leadership and employees. However, improvements are still needed in the formulation of activity plans and their implementation to improve future performance.

Several problems which are strategic issues in the implementation of sea transportation related to the Class III Indramayu Port Organizing Unit Office are identified through 8 main elements related to: Human Resources, Funding, Facilities and Infrastructure, Technology and Information, Regulations and Policies, Institutions, Implementation Management, Performance and Service Impact.

Mangkunegara (2015) states that performance is the result of employee work in carrying out tasks which is influenced by workload, organizational communication and job satisfaction. Companies or agencies need to adapt to changes in employee behavior to support performance development. Good employee performance is very important for the success of a company or agency, so companies need to ensure employee job satisfaction, because happy workers influence better performance (Kerja, Umbara, & Pratminingsih , 2023).

According to Law Number 17 of 2008 concerning Land Law, a port is a place composed of land and/or air with boundaries that apply as a place for government and business activities. As the main means of transportation, labor has a strategic advantage in strengthening the transportation system because it is a fundamental link between countries. Apart from that, the port also functions as a reference point for intra and intermodal transportation.

Therefore, ports have social and economic goals. From an economic point of view, labor is one of the main supports of the economy because it makes it easier to distribute production results. In a social sense, ports function as public places for interactions between members of society, including interactions resulting from economic activities (Berkoz & Tekba , 1999: 11; Derakhshan , 2005: 66). Economic functions, ports also play an important role in politics (Indrayanto , 2005: 3). The consequence is, with its strategic orientation as a link with economic and social dynamics, as well as a very strategic political nature so that it can be accepted and utilized in the face of extinction and difficulties. Policies and procedures for providing labor that are fair, impartial, non-discriminatory and non-discriminatory to foreign companies, as well as their efficient and effective implementation, will increase the positive political atmosphere in the country where the workforce is located.

HR

Sirait (2006:03), human resource management is evaluating what is generally done by the security department in an organization. The overall determination and implementation of various activities, policies and programs aimed at obtaining workforce, development and maintenance in an effort to increase support for increasing organizational effectiveness in an ethical and socially accountable manner according to Hariandja (2002:03).

Mondy (2008:4) states that human resource management has several functions, namely; Staffing, resource development, and compensation. Resource management plays a role in efforts to realize employee or employee performance in an organization or company. Performance itself can simply be referred to as what employees do or do not do. Meanwhile, employee performance can be defined as employee actions or activities that contribute to the organization or company. Determining factors for employee performance include individual ability, motivation, work environment, leadership, and performance management system. Individual abilities, which are influenced by education, training, experience, and talent, influence productivity and work quality (Noe et al., 2016).

Organizational Communication

Zainal, et al (2014:337) define communication as the exchange of information between two or more people, so that the information can be understood. According to Liweri (2014), organizational communication studies how employees in an organization communicate in its context, interact with each other, and make changes between its structure and organization. Robbins (2013) explains that communication can increase motivation by clearly conveying to employees what needs to be done, how they should work, and what needs to be done to improve performance if it exceeds expectations. Furthermore, there are two functions of communication in the organization. First, communication functions as a tool that can be used to achieve organizational goals. Second, organizational communication also functions as a tool to unite all members of the organization into a cohesive unit.

There are several factors that influence organizational communication including; Trust, shared decision making, honesty, openness in downward communication, listening in upward communication, and attention to high performance goals. In relation to organizational communication, of course there are obstacles that disrupt the organizational communication process, including; different individual backgrounds, selective listening, value considerations, trustworthiness of sources, language issues, filtering, status differences, time pressure. Furthermore, there are several indicators used to measure the level of organizational communication, including; understanding, influence on attitudes, improved relationships, and actions. From several of these indicators, Sendjaja (1994) stated that there are four functions in organizational communication, namely; normative function, regulative function, persuasive function, integrative function.

Workload

Danang (2012:64) explains that excessive workload will cause feelings of tension in employees and lead to pressure. This can arise due to excessive skill levels, high work speed, work volume, and so on. In work activities, it cannot be denied that every employee who works will definitely experience interactions with other employees with the aim of completing work as a form of responsibility or providing information regarding changes that occur in the office or factory they work in. With increasingly fierce job competition, employees must actively achieve targets effectively and on time, which increases pressure and stress. High workload and busy schedules can take a toll on their health and performance.

Vanchapo (2020:1) Workload is a process or activity that must be completed immediately by a worker within a certain time period. If a worker is able to complete and adapt to a number of tasks given, then this does not become a workload. Another opinion expressed by Linda (2014) states that workload is the effort that a person must make based on a request for the work to be completed. According to Monika (2018) workload is the process carried out by a person in completing the tasks of a job or group of positions carried out under normal circumstances within a certain period of time.

Munandar (2013:383) states that workload is a work requirement that must be fulfilled within a certain period of time. Based on the definitions above, we can determine that a person's workload is the number of tasks he or she must complete within a certain period of time. Workload is something that occurs in every work activity, of course workload is driven by the emergence of workload factors including; internal factors (somatic factors and psychological factors), and external factors (work environment and work organization). Furthermore, to be able to identify how big the workload is, there are several indicators; worker conditions, use of time, targets to be achieved, and work environment.

Based on this explanation, the focus of the research raised in this study is whether there is an influence between workload and organizational communication on employee performance. Performance is defined as the quality and quantity of work results achieved by an employee in carrying out assigned tasks in accordance with the guidelines provided. Several factors that influence employee work performance are organizational communication and work-related stress. Excessive work pressure can cause internal conflict within a person which can lead to stress. This may be due to increasingly tighter tolerance for risk. The workload volume is very high, the work speed is very fast, and so on. The study of organizational communication looks at how employees in an organization communicate in its context as well as the interactions and differences between organizational structure and organizing.

Based on this, it shows that, if the workload and organizational communication within a company are good, it will have a positive effect on employee performance. On the other hand, if the workload and organizational communication within a company are not good, it will have a negative effect on employees. Therefore, this research question is;

1. How big is the influence of workload on employee performance at the Class III Indramayu Port Organizing Unit Office?
2. How big is the influence of organizational communication on employee performance at the Class III Indramayu Port Organizing Unit Office?

METHODS

Research on the Effect of Workload and Communication on Employee Performance at the Class III Indramayu Port Organizing Unit Office will be carried out using a deductive approach, namely an approach that involves theory verification through hypothesis testing to produce conclusions. Such research is intended to test a hypothesis in order to strengthen or reject an existing hypothesis. Such research is also categorized as explanatory research (Leedy & Ormrod, 2005).

The research method used is a quantitative survey, which describes the tendencies, behavior or opinions of a population based on a sample, by asking the same questions to all respondents (Creswell, 2010; Neuman, 2013). The operational definition of variables specifies the variables used in research and measures them with theoretical indicators. Variables are concepts with varying values, which include independent variables which are not influenced by other variables, and dependent variables which are influenced by other variables.

Table 1. Operationalization of Research Variables

Variable	Variable Concept	Dimensions	Indicator	Measuring Scale
Workload	Workload is the task demands given to employees which must be completed within a certain time period in a company.	Internal factors	Working conditions	Ordinal
			Time use	Ordinal
			Target that must be achieved	Ordinal
		External factors	Satisfaction	Ordinal
			Desire Motivation Work environment	
			Orderly office conditions	Ordinal
Organizational Communication	Organizations communicate within their context, interact with each other, and make changes between their structure and organization	Vertical Communication & Horizontal Communication	Provide advice to leadership	Ordinal
			Collaborative Communication	Working relationship with superiors
				Informing about dissatisfaction at work
				Leadership instructions regarding work
			Interaction with coworkers	Ordinal

Variable	Variable Concept	Dimensions	Indicator	Measuring Scale
			coordinating with colleagues	
Performance	Employee performance can be measured one way from the employee's perspective.	Management Perspective	Work plan	Ordinal
			Target	Ordinal
		Work result	Ordinal	
		Integrity Presence	Ordinal	

The type of data required in this research is primary data, namely employees of the Class III Indramayu Port Organizing Unit Office . Secondary data includes information obtained through recording or pre-existing data sources. The primary data collection method in this research is a questionnaire. A questionnaire is a method of collecting primary data carried out by researchers by asking questions to respondents. This questionnaire is structured and consists of two parts. This data collection technique was carried out directly with employees of the Class III Indramayu Port Organizing Unit Office . Sugiyono (2019) explains that a questionnaire is a data collection technique which is carried out by giving a set of questions or written statements to respondents to answer. In this questionnaire a Likert scale is used which consists of strongly agree, agree, quite, disagree and strongly disagree. . The Likert scale has a gradation from very positive to very negative.

Table 2. Likert Scale Assessment Criteria

No	Assessment criteria	Score
1.	Totally agree/always/very positive	5
2	Agree/often/positive	4
3.	Simply agree	3
4.	Disagree/almost never/negative	2
5.	Strongly disagree/never	1

Determining the number of intervals is influenced by several factors, including the number of frequencies (N), measurement distance (R), width of the interval to be used (i), and the purpose of preparing the distribution Sugiyono (2012). Determining the assessment interval from descriptive analysis of respondents' answers can be determined by determining the highest and lowest scores through the number of respondents multiplied by the statement items.

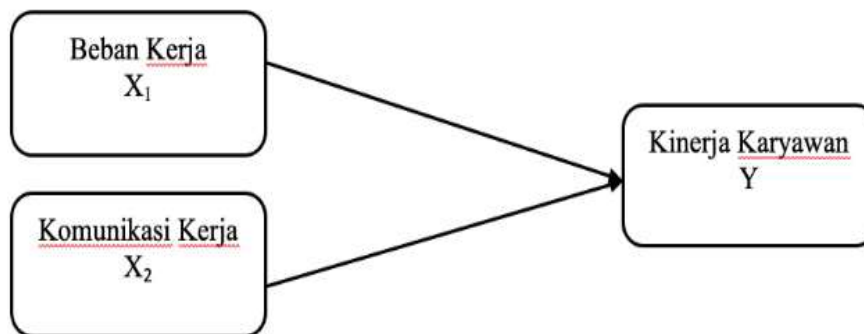
Table 3. Average Interval of Statements for Number of Respondents

No	Interval Average	Interval
1.	Very Good	4.20-5.00
2.	Good	3.40-4.19
3.	Pretty good	2.60-3.39
4.	Not good	1.80-2.59
5.	Very Not good	1.00-1.79

Descriptive analysis techniques are used to analyze the variable description. Specifically, the descriptive data analysis used is to calculate the size of the concentration and distribution of the data that has been obtained, and then present it in the form of tables and graphs. To answer the problem formulation, the data analysis technique used is statistical analysis. This is done to calculate how much influence variable X1 (workload) and variable X2 (organizational communication) have on variable Y (performance), then the results of this calculation will be analyzed descriptively.

Hypothesis testing in regression analysis assesses the significant relationship between the independent (X) and dependent (Y) variables. The t test is used to test the partial influence of each independent variable on the dependent variable, with decisions based on a comparison of t count and t table. Simple linear regression hypothesis testing is used to test whether there is a significant relationship between the independent variable (X) and the dependent variable (Y). In this research there are two variables, namely the dependent variable and the independent variable. 1. Independent variable: (X1) Workload and X2 Organizational communication and 2. Dependent variable: (Y) Employee performance.

Figure 1 Analysis and Hypothesis Testing



Simple linear regression hypothesis testing tests the significant relationship between the independent (X) and dependent (Y) variables by comparing the t test statistic, which is calculated from the regression coefficient and standard error, to the critical value to determine rejection or acceptance of the null hypothesis (H0) which states no there is a relationship between X and Y.

RESULTS AND DISCUSSION

Indramayu Port Organizing Unit Office , under the Ministry of Transportation through the Directorate General of Sea Transportation, is tasked with regulating, controlling and supervising port activities, as well as providing non-commercial port services in West Java, in accordance with the Regulation of the Minister of Transportation as last amended by PM 72 of 2021.

Research on the Effect of Workload and Communication on Employee Performance at the Class III Port Management Unit Office in Indramayu Regency aims to explain how employee workload and communication conditions can influence the performance of

employees at the Class III Indramayu Port Management Unit Office . This research involved 34 permanent employees who worked in the office. The characteristics of the respondents in this research include, among others, the respondent's age, gender, level of education, and length of service of the respondent. The following is a presentation of the results of field findings related to the characteristics of these respondents. Of the 34 respondents, the majority of respondents were in the age range of 20-30 years, namely 29.4%. Apart from that, there were also 23.5% of respondents with an age range between 51-60 years.

Table 4. Age of Respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 years	10	29.4	29.4	29.4
	31-40 years old	9	26.5	26.5	55.9
	41-50 years old	7	20.6	20.6	76.5
	51-60 years old	8	23.5	23.5	100.0
	Total	34	100.0	100.0	

In this table, it can be seen that the characteristics of the workforce or employees in the Class III Port Management Unit Office of Indramayu Regency are generally still at a productive age, or between 20 years and 50 years. Of the 34 employees at the Class III Port Management Unit Office in Indramayu Regency , only 4 people or around 11.8% are female.

Table 5. Gender of Respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Man	30	88.2	88.2	88.2
	Woman	4	11.8	11.8	100.0
	Total	34	100.0	100.0	

The majority of employees at the Class III Port Management Unit Office in Indramayu Regency have an education level equivalent to high school, reflecting the characteristics of the resources in the office.

Table 6. Respondents' Educational Level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SENIOR HIGH SCHOOL	15	44.1	44.1	44.1
	Diploma	5	14.7	14.7	58.8
	S1	13	38.2	38.2	97.1
	Postgraduate	1	2.9	2.9	100.0
	Total	34	100.0	100.0	

Of the 34 employees at the Class III Port Management Unit Office in Indramayu Regency , 44.1% have a high school education, while 55.9% have an education above high school, including 38.2% with a Bachelor's degree (S1). If we look at the range of work periods of respondents or employees in the Class III Port Management Unit Office of Indramayu Regency , it can be seen that the majority of respondents have spent their

working period in the Class III Port Management Unit Office of Indramayu Regency for more than 10 years.

Table 7. Respondents' Work Period

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 2 years	2	5.9	5.9	5.9
	2-5 years	9	26.5	26.5	32.4
	6-10 years	8	23.5	23.5	55.9
	> 10 years	15	44.1	44.1	100.0
	Total	34	100.0	100.0	

From this table, it can be seen that only 2 respondents or around 5.9% were employees with less than two years of service. In fact, if we look at the number of employees with more than five years of service, it can be seen that as many as 23 people or around 67.6% have spent more than five years working in the Class III Port Management Unit Office of Indramayu Regency . Thus, this condition is very relevant when looking at the influence of workload and communication on employee performance.

To find out the effect of workload on employee performance at the Class III Indramayu Port Organizing Unit Office and to find out how much influence organizational communication has on employee performance at the Class III Indramayu Port Organizing Unit Office . So a questionnaire was distributed containing questions related to research issues or phenomena. In the questionnaire there were 19 research questions. With details of the tabulation table between variables as follows;

Table 8. Tabulation between variables

Res pon den t	Workload (X1)							Organizational Communication (X2)							Performance (Y)								
	X 1.	X 1.	X 1.	X 1.	X 1.	X 1.	T o t a l	X 2.	X 2.	X 2.	X 2.	X 2.	X 2.	T o t a l	Y 1.	Y 1.	Y 1.	Y 1.	Y 1.	Y 1.	Y 1.	T o t a l	
	p 1	p 2	p 3	p 4	p 5	p 6		p 1	p 2	p 3	p 4	p 5	p 6		p 1	p 2	p 3	p 4	p 5	p 6	p 7		
1	5	5	4	5	5	5	29	5	5	5	5	4	5	29	5	5	5	5	5	5	5	5	35
2	5	4	3	4	5	5	26	5	5	4	4	4	5	27	4	4	4	4	4	4	4	4	28
3	3	4	3	4	4	4	22	3	3	3	3	3	3	18	4	4	4	3	3	3	4	4	25
4	4	4	4	4	4	4	24	4	4	4	4	4	4	24	4	4	4	4	4	4	4	4	28
5	4	4	4	4	4	4	24	5	5	5	5	5	4	29	4	4	4	4	4	4	4	4	28
6	5	5	4	5	5	5	29	5	5	4	5	5	5	29	5	5	5	5	5	5	5	4	34
7	5	5	5	5	5	5	30	5	5	5	5	5	5	30	5	5	5	5	5	5	5	5	35
8	4	4	4	5	5	4	26	5	3	3	5	5	5	26	4	4	4	5	4	4	3	4	28
9	5	5	4	5	5	5	29	5	5	5	5	5	5	30	5	5	5	5	5	5	5	5	35
10	5	4	4	4	4	4	25	4	4	4	4	4	4	24	4	5	4	5	5	4	5	5	32
11	3	5	3	5	5	5	26	5	5	5	5	5	5	30	5	5	5	5	5	5	5	5	35
12	4	5	4	5	5	5	28	5	5	5	5	5	5	30	5	5	5	4	5	5	5	5	34
13	4	4	2	4	4	4	22	4	4	3	4	4	4	23	4	5	4	4	4	3	4	4	28
14	5	5	4	5	5	5	29	5	5	5	5	5	5	30	5	5	5	5	5	4	4	4	33

Res pon den t	Workload (X1)							Organizational Communication (X2)							Performance (Y)							
	X 1. p 1	X 1. p 2	X 1. p 3	X 1. p 4	X 1. p 5	X 1. p 6	T o t a l	X 2. p 1	X 2. p 2	X 2. p 3	X 2. p 4	X 2. p 5	X 2. p 6	T o t a l	Y 1. p 1	Y 1. p 2	Y 1. p 3	Y 1. p 4	Y 1. p 5	Y 1. p 6	Y 1. p 7	T o t a l
15	4	4	3	4	4	3	22	4	4	3	4	3	3	21	4	4	4	4	5	4	4	29
16	1	1	3	4	2	4	15	5	5	5	3	5	3	26	4	4	4	5	3	2	2	24
17	4	3	2	4	4	4	21	5	4	4	4	4	4	25	3	4	4	3	4	4	4	26
18	4	4	4	4	4	4	24	4	4	4	4	4	4	24	4	4	4	4	4	4	4	28
19	4	2	3	4	4	2	19	5	4	2	4	4	2	21	4	4	4	4	4	3	4	27
20	5	5	5	5	5	5	30	5	5	5	5	5	4	29	5	5	5	5	5	5	5	35
21	5	5	5	5	5	5	30	5	5	5	5	5	4	29	5	5	5	5	5	5	5	35
22	5	5	5	5	5	5	30	5	5	5	5	5	4	29	5	5	5	5	5	5	5	35
23	2	4	2	4	4	4	20	4	5	3	4	4	4	24	5	5	4	4	5	4	4	31
24	4	4	4	4	4	4	24	4	3	3	4	3	3	20	4	4	4	4	4	4	4	28
25	5	5	4	5	5	4	28	5	5	5	5	5	5	30	5	5	5	5	5	5	5	35
26	4	4	3	4	4	4	23	4	4	4	1	5	4	22	3	4	4	4	3	3	3	24
27	5	5	5	5	5	5	30	5	5	5	5	5	5	30	5	5	5	5	5	5	5	35
28	5	5	5	5	5	5	30	5	5	5	5	5	5	30	5	5	5	5	5	5	5	35
29	5	5	5	5	3	5	28	5	5	5	5	5	5	30	5	4	4	3	3	4	3	26
30	2	2	4	4	4	4	20	5	5	5	5	5	5	30	4	4	5	4	4	4	4	29
31	3	4	3	4	4	4	22	4	4	4	4	4	3	23	4	4	4	4	5	5	5	31
32	5	5	5	5	5	4	29	5	5	5	5	5	5	30	5	5	5	5	5	5	5	35
33	4	4	4	4	4	4	24	4	4	4	4	4	4	24	4	4	4	4	4	4	4	28
34	4	4	4	5	4	4	25	5	5	4	5	4	4	27	5	5	4	5	4	3	4	30

Table 8 shows three groups of questions based on the three variables in this research, namely workload variables (X1), organizational communication variables (X2), and performance variables (Y1). The questionnaire submitted to 34 respondents had 19 question items with details of 6 questions for the workload variable (X1), 6 questions for the organizational communication variable (X2), and 7 questions for the performance variable (Y). Each question asked to the respondent is then given a rating, on a scale of 1 to 5.

In the workload variable (X1), the total number of questions is 1,020. Meanwhile, the total score of all respondents' answers was 863. This number was then divided by the number of respondents, and the figure was 25.38. From this number, divided by the number of questions asked, to obtain the number 4.23. Thus, if we look at the average interval of respondents' statements, it can be concluded that the average respondent's answer to the workload variable (X1) is Very Good.

Referring to the opinion of Sutarto (2013) which has been explained previously, it can be concluded that there is a match between the workload conditions given to employees in the Class III Port Management Unit Office of Indramayu Regency. In other words, every employee in the Class III Port Management Unit Office of Indramayu Regency feels that the

activities carried out in the Class III Port Management Unit Office of Indramayu Regency are balanced and can be well received by every employee.

Furthermore, in the organizational communication variable (X2), the total number of questions is 1,020. Meanwhile, the total score of all respondents' answers was 903. This number was then divided by the number of respondents, and the figure was 26.56. From this number, divided by the number of questions asked, to obtain the number 4.42. Thus, if we look at the average interval of respondents' statements, it can be concluded that the average respondent's answer to the organizational communication variable (X2) is Very Good.

In the performance variable (Y), the total number of questions is 1,190. Meanwhile, the total score of all respondents' answers was 1,044. This number was then divided by the number of respondents, and the figure was 30.71. From this number, divided by the number of questions asked, to obtain the number 4.38. Thus, if we look at the average interval of respondents' statements, it can be concluded that the average respondent's answer to the performance variable (Y) is Very Good.

Then, from the results of the questionnaire, validity and reliability tests were also carried out for each variable in this research. In testing the validity of the questionnaire, it is divided into 2, namely factor validity and item validity. To carry out validity and reliability tests in this research, the SPSS program was used. The testing technique for validity testing is using Bivariate Pearson correlation (Pearson Moment Product). This analysis is done by correlating each item score with the total score. Question items that correlate significantly with the total score indicate that these items are able to provide support in revealing what they want to reveal. à Valid. If $r_{count} \geq r_{table}$ (2-sided test with sig. 0.05) then the instrument or question items are significantly correlated with the total score (declared valid).

Meanwhile, testing the reliability of the instrument in this research was carried out using the Alpha Cronbach formula because the research instrument was in the form of a questionnaire and a multilevel scale. If the alpha value > 0.7 means sufficient reliability, while if alpha > 0.80 this suggests all items are reliable and all tests consistently have strong reliability.

The following is a calculation of the validity test and reliability test in this research. From the questionnaire submitted to 34 respondents, there were 19 question items with details of 6 questions for the workload variable (X1), 6 questions for the organizational communication variable (X2), and 7 questions for the performance variable (Y).

Table 9. Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.942	19

From the calculations in table 9, it is known that the alpha value is $0.942 > 0.80$. Apart from that, the alpha value is also compared with the table r value. Where, the r table value seen from the degree of freedom (df) value of 31 with a probability of 0.05 is 0.3440. So, it can be seen that the alpha value is $0.942 > 0.3440$. Thus, it can be said that all items are

reliable and all tests consistently have strong reliability. Next, the calculation of the validity test is as follows:

Table 10. Validity Test

	Item Statistics		
	Mean	Std. Deviation	N
X1.P1	4.15	1.019	34
X1.P2	4.21	.978	34
X1.P3	3.82	.904	34
X1.P4	4.53	.507	34
X1.P5	4.38	.697	34
X1.P6	4.32	.684	34
X2.P1	4.65	.544	34
X2.P2	4.53	.662	34
X2.P3	4.26	.864	34
X2.P4	4.41	.857	34
X2.P5	4.47	.662	34
X2.P6	4.24	.819	34
Y.P1	4.44	.613	34
Y.P2	4.53	.507	34
Y.P3	4.44	.504	34
Y.P4	4.41	.657	34
Y.P5	4.41	.701	34
Y.P6	4.21	.808	34
Y.P7	4.26	.751	34

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.P1	74.00	82.424	.586	.942
X1.P2	73.94	80.542	.730	.938
X1.P3	74.32	82.710	.656	.940
X1.P4	73.62	86.971	.750	.945
X1.P5	73.76	84.307	.744	.938
X1.P6	73.82	84.877	.711	.938
X2.P1	73.50	87.955	.594	.941
X2.P2	73.62	86.001	.641	.940
X2.P3	73.88	82.834	.683	.939
X2.P4	73.74	82.322	.724	.938
X2.P5	73.68	86.589	.591	.940
X2.P6	73.91	83.113	.705	.939
Y.P1	73.71	85.002	.791	.938
Y.P2	73.62	86.971	.750	.939
Y.P3	73.71	86.032	.858	.937

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Y.P4	73.74	86.322	.619	.940
Y.P5	73.74	84.746	.703	.939
Y.P6	73.94	81.693	.819	.936
Y.P7	73.88	84.652	.658	.939

From the table above you can see the validity coefficient value of the question items in the corrected item-total correlation column, and by paying attention to the r table value of degrees of freedom (df) 31 with a probability of 0.05 of 0.3440, a decision can be made: if r items are positive and $r > r$ table, then the item or variable is valid; if r items are negative and $r < r$ table, then the item or variable is invalid; and if r is negative and $r > r$ table, then the item or variable is invalid.

Table 11. Statistical Test Conclusions

Question Items	Coefficient r	r table	Information
X1.P1	0.586	0.3440	Valid
X1.P2	0.730	0.3440	Valid
X1.P3	0.656	0.3440	Valid
X1.P4	0.750	0.3440	Valid
X1.P5	0.744	0.3440	Valid
X1.P6	0.711	0.3440	Valid
X2.P1	0.594	0.3440	Valid
X2.P2	0.641	0.3440	Valid
X2.P3	0.683	0.3440	Valid
X2.P4	0.724	0.3440	Valid
X2.P5	0.591	0.3440	Valid
X2.P6	0.705	0.3440	Valid
Y.P1	0.791	0.3440	Valid
Y.P2	0.750	0.3440	Valid
Y.P3	0.858	0.3440	Valid
Y.P4	0.619	0.3440	Valid
Y.P5	0.703	0.3440	Valid
Y.P6	0.819	0.3440	Valid
Y.P7	0.658	0.3440	Valid

After testing the hypothesis, both for reliability testing and validity testing, it can be concluded that the nineteen questions in the questionnaire were proven to be reliable and valid. This means that the question items have been able to explain the factors in this research.

From the calculation results, a decision will be made using two methods, namely looking at the significance test and comparing the calculated t with the t table. If the significant test is greater than 0.05 then H_0 is accepted, meaning that workload has no

effect on employee performance, and organizational communication has no effect on employee performance. And conversely, if the significant test is smaller than 0.05 then H1 is accepted, meaning that workload influences employee performance, and organizational communication influences employee performance.

Then, if the calculated t is smaller than the t table then H0 is accepted, meaning that workload has no effect on employee performance, and organizational communication has no effect on employee performance. And conversely, if the calculated t is greater than the t table then H1 is accepted, meaning that workload influences employee performance, and organizational communication influences employee performance.

Table 12. Correlation Results Between Variables

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8.032	3.105		2.587	.015
Workload	.571	.138	.586	4.142	.001
Communication	.308	.150	.291	2.056	.004

a. Dependent Variable: Employee Performance

Based on table 12, it can be seen that the significance value (Sig) of the Workload variable (X1) is 0.01. Because the significance value is $0.01 < \text{probability } 0.05$, it can be concluded that H1 is accepted, in the sense that workload influences employee performance. Furthermore, it is also known that the calculated t value of the Work Load variable (X1), is 4.142. Meanwhile, the Degree of Freedom (df) value can be seen in table 13 as follows:

Table 13. Calculation of Degrees of Freedom Values

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	312.793	2	156.397	29.515	.000 ^b
	Residual	164.266	31	5.299		
	Total	477.059	33			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Communication, Workload

If you look at the t table, by looking at the df value of 31 in the t distribution and with an alpha of 0.05, you get a value of 1.696. Thus, it is known that the calculated t value is 4.142 and the t table is 1.696 or the calculated t value is greater than the t table value, so H1 is accepted, in the sense that workload influences employee performance.

Based on table 12, it can be seen that the significance value (Sig) of the Organizational Communication variable (X2) is 0.04. Because the significance value is $0.04 < \text{probability } 0.05$, it can be concluded that H1 is accepted, in the sense that organizational communication has an effect on employee performance. Likewise if seen from the t table.

Where, in the Organizational Communication variable (X2) there is a calculated t value of 2.056. This calculated t value is greater than the t table value (1.696), so H1 is accepted, in the sense that organizational communication has an effect on employee performance.

CONCLUSION

This research examines the influence of workload and communication on the performance of 34 permanent employees at the Class III Port Management Unit Office of Indramayu Regency . From the results of the Likert scale test, workload (X1) received a score of 863 (4.23) and organizational communication (X2) received a score of 903 (4.42), both of which indicate the "Very Good" category, which means that workload and organizational communication are good. went very well. Employee performance (Y) with a score of 1,044 (4.38) also includes "Very Good," indicating performance in line with targets. The significant test shows the significance value (Sig) of workload (X1) 0.01 and organizational communication (X2) 0.04, both of which are smaller than 0.05, so the alternative hypothesis (H1) is accepted. The t test shows t calculated workload (X1) 4.142 and organizational communication (X2) 2.056, both of which are greater than the t table, so that workload and organizational communication have a positive effect on employee performance. In conclusion, workload and organizational communication have a significant effect on employee performance in the office.

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