

ABSTRAK

PENGARUH WORKLOAD, JOB INSECURITY, DAN WORK CONFLICT TERHADAP KINERJA KARYAWAN PT. GRAHA GAS NIAGA

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Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh *workload*, *job insecurity*, dan *work conflict* terhadap kinerja karyawan, (2) Pengaruh *workload* terhadap kinerja karyawan, (3) Pengaruh *job insecurity* terhadap kinerja karyawan, (4) Pengaruh *work conflict* terhadap kinerja karyawan. Populasi pada penelitian ini yaitu karyawan yang bekerja di PT. Graha Gas Niaga yang berjumlah 40 orang. Teknik pengambilan sampel menggunakan pengambilan sampel jenuh. Metode analisis data yang digunakan adalah metode penelitian deskriptif dengan pendekatan kuantitatif dan menggunakan alat analisis *Statistical Product and Service Solutions* (SPSS). Hasil penelitian menunjukkan bahwa: (1) *Workload*, *Job Insecurity*, dan *Work Conflict* berpengaruh secara simultan terhadap kinerja karyawan, (2) *Workload* berpengaruh secara parsial terhadap kinerja karyawan, (3) *Job Insecurity* berpengaruh secara parsial terhadap kinerja karyawan, (4) *Work Conflict* tidak berpengaruh secara parsial terhadap kinerja karyawan.

Kata kunci: *Workload*, *Job Insecurity*, *Work Conflict*, dan Kinerja Karyawan

ABSTRACT

THE IMPACT OF WORKLOAD, JOB INSECURITY, AND WORK CONFLICT FACED BY THE EMPLOYERS OF PT. GRAHA GAS NIAGA

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This study aims to find out: (1) the impact of workloads, job insecurity, and work conflict on employee performance, (2) the effect of workload on employees performance, (3) the effects of job insecurity on employees' performance, (4) the impact that work conflicts have on the employee's performance. The population in this study is the employees who work at PT. Graha Gas Niaga which amounts to 40 people. Sampling technique using saturated sampling. The data analysis methods used are descriptive research methods with a quantitative approach and using Statistical Product and Service Solutions analysis tools. (SPSS). The results show that: (1) Workload, Job Insecurity, and Work Conflict simultaneously affect employee performance, (2) Workload has a partial impact on employee performances, (3) Job insecurity has a Partial effect on employment performance, (4) Work conflict has no partial influence on employees performance.

Keywords: *Workload, Job Insecurity, Work Conflict, and Employee Performance*