

## ABSTRAK

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Penelitian ini bertujuan untuk mengetahui gambaran motivasi kerja, beban kerja, dan kinerja pegawai, serta menganalisis besaran pengaruh motivasi kerja dan beban kerja terhadap kinerja pegawai, baik secara parsial maupun simultan. Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi penelitian mencakup seluruh pegawai Badan Pendapatan Daerah Kota Bogor, yaitu sebanyak 83 orang ASN, yang dijadikan responden dengan menggunakan teknik *non-probability sampling* melalui pendekatan sampling jenuh. Hasil penelitian menunjukkan bahwa gambaran motivasi kerja, beban kerja, dan kinerja pegawai secara umum termasuk dalam kategori cukup. Berdasarkan hasil uji determinasi, diketahui bahwa motivasi kerja berpengaruh sebesar 53,5% terhadap kinerja pegawai, sedangkan beban kerja berpengaruh sebesar 13,9% terhadap kinerja pegawai. Secara simultan, motivasi kerja dan beban kerja berpengaruh sebesar 61,9% terhadap kinerja pegawai. Dengan demikian, hasil uji hipotesis membuktikan bahwa motivasi kerja dan beban kerja berpengaruh signifikan terhadap kinerja pegawai, baik secara parsial maupun simultan.

**Kata Kunci : Motivasi Kerja, Beban Kerja, Kinerja Pegawai, ASN, Bapenda Kota Bogor**

## ***ABSTRACT***

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*This study aims to determine the description of work motivation, workload, and employee performance, as well as to analyze the magnitude of the influence of work motivation and workload on employee performance, both partially and simultaneously. The research method used is descriptive and verification with a quantitative approach. The study population includes all employees of the Bogor City Regional Revenue Agency, namely 83 ASN, who were used as respondents using a non-probability sampling technique through a saturated sampling approach. The results of the study indicate that the description of work motivation, workload, and employee performance are generally included in the sufficient category. Based on the results of the determination test, it is known that work motivation has a 53.5% effect on employee performance, while workload has a 13.9% effect on employee performance. Simultaneously, work motivation and workload have a 61.9% effect on employee performance. Thus, the results of the hypothesis test prove that work motivation and workload have a significant effect on employee performance, both partially and simultaneously.*

***Keywords: Work Motivation, Workload, Employee Performance, ASN, Bapenda Bogor City***