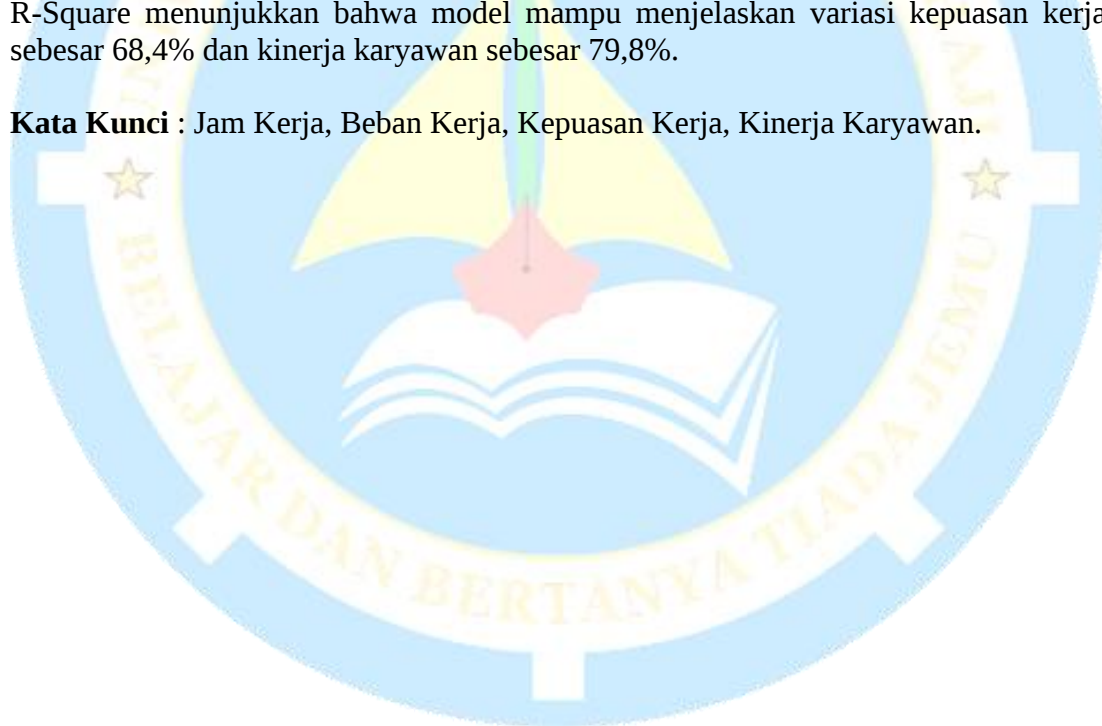


ABSTRAK

Kinerja Karyawan merupakan faktor penting dalam mendukung pencapaian tujuan perusahaan. Namun, penelitian terdahulu mengenai pengaruh jam kerja dan beban kerja terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening masih menunjukkan hasil yang tidak konsisten sehingga diperlukan penelitian lebih lanjut. Penelitian ini bertujuan menganalisis pengaruh jam kerja dan beban kerja terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening pada perusahaan jasa kapal tongkang di Kota Tanjungpinang. Penelitian menggunakan metode kuantitatif dengan teknik sampling jenuh terhadap 40 karyawan. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan Structural Equation Modeling-Partial Least Squares (SEM-PLS) dengan SmartPLS 4. Hasil penelitian menunjukkan bahwa jam kerja berpengaruh positif dan signifikan terhadap kinerja karyawan ($t = 2,519$; $p = 0,012$) dan kepuasan kerja ($t = 4,017$; $p = 0,000$). Beban kerja juga berpengaruh positif dan signifikan terhadap kinerja karyawan ($t = 3,868$; $p = 0,000$) serta kepuasan kerja ($t = 3,533$; $p = 0,000$). Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan ($t = 3,216$; $p = 0,001$), serta memediasi pengaruh jam kerja ($t = 2,687$; $p = 0,007$) dan beban kerja ($t = 2,166$; $p = 0,030$). Nilai R-Square menunjukkan bahwa model mampu menjelaskan variasi kepuasan kerja sebesar 68,4% dan kinerja karyawan sebesar 79,8%.

Kata Kunci : Jam Kerja, Beban Kerja, Kepuasan Kerja, Kinerja Karyawan.



ABSTRACT

Employee performance is a crucial factor in achieving organizational goals. However, previous studies on the influence of working hours and workload on employee performance, with job satisfaction as an intervening variable, have produced inconsistent findings, highlighting the need for further research. This study aims to analyze the effect of working hours and workload on employee performance through job satisfaction at barge shipping service companies in Tanjungpinang City. This study employed a quantitative approach using a saturated sampling technique involving 40 employees. Data were collected through questionnaires and analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS) with SmartPLS 4. The results indicate that working hours have a positive and significant effect on employee performance ($t = 2.519$; $p = 0.012$) and job satisfaction ($t = 4.017$; $p = 0.000$). Workload also has a positive and significant effect on employee performance ($t = 3.868$; $p = 0.000$) and job satisfaction ($t = 3.533$; $p = 0.000$). Furthermore, job satisfaction has a positive and significant effect on employee performance ($t = 3.216$; $p = 0.001$) and mediates the effects of working hours ($t = 2.687$; $p = 0.007$) and workload ($t = 2.166$; $p = 0.030$) on employee performance. The R-Square values indicate that the model explains 68.4% of the variance in job satisfaction and 79.8% of the variance in employee performance.

Keywords : Working Hours, Workload, Job Satisfaction, Employee Performance.

