

# The Influence of Competence, Work Discipline, and Workload on Employee Performance at the Netting (Production) Department of Pt. Indoneptune Net Manufacturing In Bandung

Juju Zuhriatusobah<sup>1</sup>, Asda Arnas Syafri<sup>2</sup>, Dewi Nurhayati<sup>3</sup>, Rizal Hakim<sup>4</sup>, Yayang Aldi Ardiyansyah<sup>5</sup>

<sup>1</sup>Nusantara Islamic University Bandung

EM: [zuzu@uninus.ac.id](mailto:zuzu@uninus.ac.id)

<sup>2</sup>Nusantara Islamic University Bandung

EM: [asdaamas@uninus.ac.id](mailto:asdaamas@uninus.ac.id)

<sup>3</sup>Nusantara Islamic University Bandung

EM: [dewinurhayati@uninus.ac.id](mailto:dewinurhayati@uninus.ac.id)

<sup>4</sup>Nusantara Islamic University Bandung

EM: [rizalhakim@uninus.ac.id](mailto:rizalhakim@uninus.ac.id)

<sup>5</sup>Nusantara Islamic University Bandung

EM: [yayangaldi@uninus.ac.id](mailto:yayangaldi@uninus.ac.id)

\*Corresponding author: Juju Zuhriatusobah ([zuzu@uninus.ac.id](mailto:zuzu@uninus.ac.id))

---

**Received:** 20 January 2023      **Accepted:** 15 April 2023

Citation: Zuhriatusobah J, Syafri AA, Nurhayati D, Hakim R, Ardiyansyah YA (2023) The Influence of Competence, Work Discipline, and Workload on Employee Performance at the Netting (Production) Department of Pt. Indoneptune Net Manufacturing in Bandung. *History of Medicine* 9(1): 345–354. <https://doi.org/10.17720/2409-5834.v9.1.2023.042>

---

## Abstract

PT. Indoneptune Net Manufacturing is one of the companies engaged in the manufacturing industry of fishing nets or nets, where the resulting performance has decreased or has not yet reached the target. The purpose of this study was to determine the effect of Competence, Work Discipline, and Workload on Employee Performance in the Netting (Production) department of PT. Indoneptune Net Manufacturing in Bandung. This study uses descriptive quantitative methods by obtaining data through observation, interviews, and questionnaires. The population in this study is the Netting (Production) department of PT. Indoneptune Net Manufacturing in Bandung. The population and samples taken were 80 employees. The data analysis technique uses a statistical application in the form of SPSS 25. The results of the descriptive analysis are that the Competence variable, Work Discipline variable, Workload variable, and Employee Performance variable have a Very High average value. Then the results of the partial significant test (t Test) for the Competence variable is 0,00, the Work Discipline variable is 0,00, and the Workload variable is 0,01 where the sig value is less than 0,05 meaning (H1) is accepted, so the conclusion is Competence, Work Discipline, and Workload have a significant influence on Employee Performance, and the results of a simultaneous significant test (F Test) are 0,00 where  $0,00 < 0,05$  meaning (H1) is accepted, so the conclusion is Competence, Work Discipline, and Workload have a significant influence on Employee Performance, and the results of the coefficient of determination test (Adjust R Square) of 64,7 % Employee Performance variables are influenced by Competence, Work Discipline, and Workload variables the remaining 35,3 % are influenced by variables others that are not included in this study such as Leadership Style, Work Motivation, Job Satisfaction, and others.

---

## Keywords

Competence, Work Discipline, Workload, and Employee Performance

---

Human Resource Management (HRM) is an effort to manage people in an organization or company in order to achieve its business goals. Human Resources (HR) is an important asset that has the ability to develop to determine the success of the company in the long term and HR is the main driver of the company's organization, therefore HR must be managed optimally, and given extra attention and fulfill their rights. In addition the company must have human resources with proven abilities, skills, loyal to the company, and passionate about achieving company goals. According to Sedarmayanti (2017) "Employee performance is the result of work given to a person or group of people in an organization in accordance with their respective authorities and responsibilities in order to achieve organizational goals, legally, not violating the law, and in accordance with morals and ethics". Performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given within a certain period (Kasmir 2019:181). Performance is the result of a person's work and work behavior in a certain period usually one year, then performance can be measured by the ability to complete the tasks and responsibilities given by the company, meaning that performance contains elements of achievement standards that must be met, so those who achieve the standard which has been set means that the performance is good or vice versa for those that are not achieved are categorized as poor or not good performance.

**Table 1. Recapitulation of Production Results at PT. Indoneptune Net Manufacturing Year 2021**

Month	Target (Kgs)	Achievement (Kgs)	Percentage (%)
January	175.000	158.692,56	91
February	175.000	157.990,89	90
March	175.000	190.145,53	109
April	175.000	180.814,69	103
May	175.000	109.340,52	62
June	175.000	144.313,28	82
July	175.000	60.029,43	34
August	175.000	66.879,60	38
September	175.000	145.768,82	83
October	175.000	163.497,55	93
November	175.000	166.231,82	95
December	175.000	145.398,20	83
Amount	2.100.000	1.689.102,89	80
Average	175.000	140.758,57	

Source Department of Netting (Production) PT. Indoneptune Net Manufacturing 2021

PT. Indoneptune Net Manufacturing is a company engaged in the manufacturing of fishing nets or nets located on a Bandung Garut Highway Km. 25, Cangkuang Village, Rancaekek District, Bandung Regency, West Java, Indonesia, 40394. To support the quality of the products produced by the company employees who have high quality work are needed. In this case, PT. Indoneptune Net Manufacturing wants to achieve the target every month, however the achievement of employee performance over the past year has not reached the target. The following is the production efficient target data of PT. Indoneptune Net Manufacturing in 2021, can be seen in the table below:

Based on Table 1 (one), got is known that performance PT. Indoneptune Net Manufacturing still not yet in accordance with objective company, this can seen that target and achievement production in year 2021 results achieved by employee far from the target that has been set, so objective company for want results optimal work not yet materialized, and also resulted performance employee every experienced month fluctuating. Data shows on month March and April of the year 2021 PT. Indoneptune Net Manufacturing capable reach that performance wanted company even over the target with achievement production by 109 % and 103 %, however on month July of the year 2021 performance company very slumped sharp is at position lowest by 34 % or down up to 48 % of month before. Furthermore on month August start increase again by 38 %, and the next month that is September increases sharp by 45 % that is from 38 % in August to 83 % in September. The lack of achievement of production targets was due to constraints on the technical system namely production machines and empty production materials. The decline in employee performance is also caused by a lack of competence from employees. Based on the results of interviews conducted by the author with Human Resources Development (HRD) PT. Indoneptune Net Manufacturing employee competence is not good enough, because there are still some deficiencies in knowledge, expertise and skills from work conditions which can cause work competence to be not

maximized by some employees and the attitude that employees have is a lack of initiative with co-workers (lack of cooperation). The competence of employees is still low, because there is still a lack of training programs or training held by the company for employees who need training, so this is what causes the competence of employees to be less than optimal. In addition to competence factors that can affect employee performance is work discipline. The problems that occurred at PT. Indoneptune Net Manufacturing is that there are still many employees who arrive late to work, leave during working hours, leave work before the set time, and the work results are not in accordance with predetermined targets. Based on the regulations in PT. Indoneptune Net Manufacturing has determined that production activities in PT. Indoneptune Net Manufacturing is for morning shift employees starting from 06.00 WIB to 14.00 WIB. Employees work from Monday to Saturday. The following is employee attendance data at PT. Indoneptune Net Manufacturing in 2021, can be seen in the following table :

**Table 2. List of Employee Attendance at PT. Indoneptune Net Manufacturing Year 2021**

Month	Number of Working Days	Number of Netting Department Employees	Number of Absences	Percentage (%)
January	26	80	15	18
February	26	80	13	16
March	26	80	17	21
April	26	80	9	11
May	26	80	15	18
June	26	80	14	17
July	26	80	21	26
August	26	80	8	10
September	26	80	13	16
October	26	80	7	8
November	26	80	8	10
December	26	80	12	15
Amount	312	80	152	186
Average	26	80	12,7	15,5

Source : HRD PT. Indoneptune Net Manufacturing 2021

Based on the information shown in Table 2 (two) above, it can be seen that the employees of PT. Indoneptune Net Manufacturing still doesn't care about attendance discipline and punctuality, this can be seen from the percentage of employee absence rates each month which fluctuating. In addition to the competence and work discipline factors that

can affect employee performance, there are also other factors namely workload. Based on a source from the Head of the Netting (Production) Department, the working hours set by the company are eight hours per day, production activities in PT. Indoneptune Net Manufacturing is for morning shift employees starting from 06.00 WIB to 14.00 WIB, but often employees have to work beyond normal working hours or work overtime because production problems cannot be ignored namely targets that must be achieved such as in one day employees have to work as much as 7.000 Kgs of netting.

Based on the phenomena that exist in PT. Indoneptune Net Manufacturing in the Netting (Production) Department, the formulation of the problem in this study is to see how much Influence Competence, Work Discipline, and Workload on Employee Performance at the Netting (Production) Department of PT. Indoneptune Net Manufacturing in Bandung.

Referring to the formulation of the problem in the research above, the aims and objectives of this study were to determine The Influence of Competence, Work Discipline, and Workload on Employee Performance at the Netting (Production) Department of PT. Indoneptune Net Manufacturing in Bandung.

## Theoretical Basis

### Competence

According to Emron Edison, Yohny Anwar, dan Imas Komariah (2018:140) states that "Competence is an individual's ability to carry out a job properly and has advantages based on matters relating to knowledge, skills, and attitudes". So it can be concluded that competence is everything that is owned by a person in the form of knowledge, skills, attitudes, and other personal characteristics related to duties and responsibilities in completing each job correctly based on the knowledge and skills possessed.

### Work Discipline

According to Malayu S.P Hasibuan (2017:193) "Put forward that discipline is the awareness and willingness of a person to obey all the rules company and prevailing social norms. This

obedience can manifested in the form of attitudes, behavior, and actions that in accordance with these regulations". So it can be concluded that work discipline is an attitude of willingness and willingness of a person to obey and obey the rules and social norms that apply in an organization or company.

### **Workload**

According to Kasmir (2019:40) "Workload is a burden carried by a position in accordance with established work standards". So it can be concluded that workload is the extent to which the individual worker's capacity is needed in completing the tasks assigned to him, which can be indicated by the amount of work to be done, the time/time limit that workers have in completing duties, working conditions, as well as the individual's own subjective views regarding the work given to him by using the expertise he has.

### **Employee Performance**

According to A.A. Anwar Prabu Mangkunegara (2017:9) states that "Employee performance is the result of work in quality and quantity that can be achieved by an employee in carrying out tasks in accordance with the responsibilities that have been given by superiors to him". So it can be concluded that employee performance is a result of work that has been done by employees well or not in carrying out their duties and responsibilities to achieve an organizational goal within a certain period of time.

### **Research Methods**

According to Sugiyono (2019), the research method is basically a scientific way to obtain data with specific purposes and uses. The method used provides an overview of the research to be carried out, so that you can find ways to solve research problems and provide convenience in drawing conclusions.

This type of research uses quantitative methods with research instruments namely the Validity Test and Reliability Test. As for technical data analysis using Multiple Linear Regression Analysis, Multiple Correlation Analysis, and Analysis of the Coefficient of Determination (R<sup>2</sup>). In research on Competence, Work

Discipline, and Workload on Employee Performance obtained by survey method, which uses a questionnaire as the main research data.

The population in this study were employees of the Netting (Production) PT. Indoneptune Net Manufacturing totaling 80 employees, uses Non Probability Sampling with saturated sampling technique. Data processing analysis uses a statistical application in the form of the SPSS 25 program.

## **Results and Discussion**

### **Brief Company Profile**

PT. Indoneptune Net Manufacturing is an industrial company located on a Bandung Garut Highway Km. 25, Canguang Village, Rancaekek District, Bandung Regency, West Java, Indonesia, 40394. PT. Indoneptune Net Manufacturing was founded in 1973 which is engaged in the manufacturing industry of nets or the first fishing nets in Indonesia. PT. Indoneptune Net Manufacturing started the production process a year later and since then PT. Indoneptune Net Manufacturing continues to manufacture fishing nets and other fishing equipment for the domestic and export markets.

As one of the ongoing efforts to improve company efficiency, since 2005 PT. Indoneptune Net Manufacturing becomes a Bonded Zone. An important achievement worth noting is ISO 9001:2000 certification in 2007, which illustrates the commitment of PT. Indoneptune Net Manufacturing in maintaining and improving quality management continuously. Products produced by PT. Indoneptune Net Manufacturing there are various kinds of, ranging from fishing nets, plant nets, animal nets, fishing equipment, and so on. PT. Indoneptune Net Manufacturing also produces several types of goods namely nylon fishing nets, nylon rope, and nylon thread. With a production capacity of around 1.200 tons per year.

### **Respondent Profile**

Based on the profile of the respondents in Table 3 (three) with a total of 80 respondents, based on gender characteristics it can be seen

that the most female respondents were 51 respondents with a percentage of 64 % and male respondents amounted to 29 respondents with a percentage of 36 %, because in carrying out the work of female employees have relatively high accuracy and tidiness. Then based on the characteristics of the age of the most respondents namely the age of 27 - 32 Years with a percentage of 49 %, because companies need employees who have expertise, high morale, and accuracy in the process of making nets/nets and based on the educational characteristics of the most respondents namely High School/Equivalent education with a percentage of 70 % and Junior School education with a percentage of 19 %, there are even employees in the Netting (Production) department who graduate Diploma (D3) by 3 % and those who graduate Bachelor Degree (S1) by 9 %, because more prioritizing employees who have expertise in the process of making nets/nets. And based on the characteristics of the Length of Work the respondents had the most years of service namely 6 - 10 Years with a percentage of 43 %, because these employees besides requiring the expertise they have, the company also provides gifts for employees. Therefore, so that employees feel loyal and feel at home so the company provides Compensation or provides Incentives to employees.

**Table 3. Respondent Profile**

		N	%
Gender	Man	29	36 %
	Woman	51	64 %
Age	20-26 Years	15	19 %
	27-32 Years	39	49 %
	33-38 Years	12	15 %
	39-44 Years	11	14 %
	45-50 Years	3	4 %
Education	Primary School	0	0 %
	Junior School High School	15	19 %
	School	56	70 %
	Diploma (D3)	2	3 %
	Bachelor Degree (S1)	7	9 %
Length of Work	< 1 Years	0	0 %
	1-5 Years	23	29 %
	6-10 Years	34	43 %
	11-15 Years	7	9 %
	> 15 Years	16	20 %

Source : Primary Data Processed 2023

The data used in this study are primary data obtained by distributing questionnaires to employees of PT. Indoneptune Net

Manufacturing in the Netting (Production) section of 80 respondents. The research results obtained in the field used a statistical application in the form of the SPSS 25 program with the result that the influence of the Competence, Work Discipline, and Workload variables affected the Employee Performance variable.

### Data Validity Test

To test the validity of respondent data from a study it can be said to be valid if the research results show a value of  $< 0,05$ .

**Table 4. Data Validity Test**

Calculation	Table r Value	Person Correlation	Sig (2-tailed)	Information
Competence (X1)				
P1	0,2199	0,735	0,000	Valid
P2	0,2199	0,579	0,000	Valid
P3	0,2199	0,692	0,000	Valid
P4	0,2199	0,723	0,000	Valid
P5	0,2199	0,714	0,000	Valid
P6	0,2199	0,750	0,000	Valid
Work Discipline (X2)				
P1	0,2199	0,810	0,000	Valid
P2	0,2199	0,656	0,000	Valid
P3	0,2199	0,796	0,000	Valid
P4	0,2199	0,767	0,000	Valid
P5	0,2199	0,784	0,000	Valid
P6	0,2199	0,830	0,000	Valid
P7	0,2199	0,698	0,000	Valid
Workload (X3)				
P1	0,2199	0,477	0,000	Valid
P2	0,2199	0,480	0,000	Valid
P3	0,2199	0,631	0,000	Valid
P4	0,2199	0,512	0,000	Valid
P5	0,2199	0,607	0,000	Valid
P6	0,2199	0,689	0,000	Valid
P7	0,2199	0,633	0,000	Valid
P8	0,2199	0,371	0,000	Valid
Employee Performance (Y)				
P1	0,2199	0,778	0,000	Valid
P2	0,2199	0,741	0,000	Valid
P3	0,2199	0,770	0,000	Valid
P4	0,2199	0,687	0,000	Valid
P5	0,2199	0,685	0,000	Valid
P6	0,2199	0,671	0,000	Valid
P7	0,2199	0,820	0,000	Valid
P8	0,2199	0,660	0,000	Valid
P9	0,2199	0,771	0,000	Valid
P10	0,2199	0,692	0,000	Valid
P11	0,2199	0,778	0,000	Valid
P12	0,2199	0,739	0,000	Valid

Source : Primary Data Processed by SPSS 25 2023

Based on Table 4 (four) above, it shows that the Competence, Work Discipline, Workload, and Employee Performance variables have valid criteria for all statement items with a significance value less than 0,05 and an value count greater than rtable (0,2199), this shows that each statement on the variable Competence, Work Discipline, Workload, and Employee Performance is reliable and feasible to use in research.

**Data Reliability Test**

A research instrument is indicated to have a marked level of reliability if the Cronbach's Alpha coefficient is greater or equal to 0,60. If the testing criteria are met the questionnaire is declared reliable.

**Table 5. Reliability Instrument Test Variables X1, X2, X3, and Y**

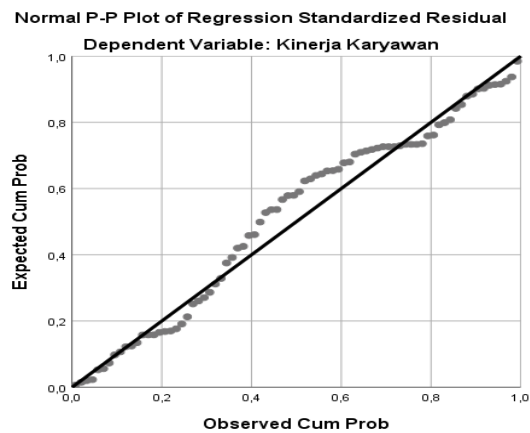
Variabl e	Cronbach's Alpha	N Of Items	Information
X1	0,787	6	means reliable
X2	0,880	7	means reliable
X3	0,606	8	means reliable
Y	0,917	12	means highly reliable

Source : Primary Data Processed by SPSS 25 2023

Table 5 (five) shows the Cronbach's Alpha value for the Competence variable of 0,787, the Work Discipline variable of 0,880, the Workload variable of 0,606, and the Employee Performance variable of 0,917, thus it can be concluded that the statements in this questionnaire are reliable because they have a higher Cronbach's Alpha value from 0,60. This shows that each statement item used is capable of obtaining consistent data which means that if the statement is submitted again an answer that is relatively the same as the previous answer will be obtained.

**Data Normality Test**

The normality test aims to test whether in the regression model, the residual variables have a normal distribution, in the normality test there are two ways to detect whether the residuals are normally distributed or not namely by graphical analysis tests and statistical tests. The data normality test in this study used the IBM SPSS 25 application with the following results:

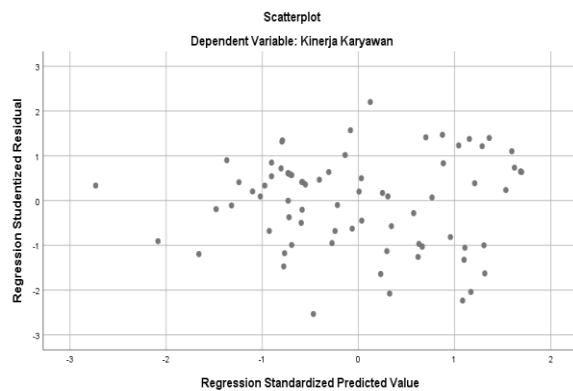


Source : Primary Data Processed by SPSS 25 2023  
Figure 1. Based on Normality Test Chart

Based on Figure 1 (one) it can be seen that the data is spread around the diagonal line and follows the direction of the diagonal line. Thus the regression model meets the assumption of normality/normal distribution.

**Heteroscedasticity Test**

One way to find out whether there is heteroscedasticity is to look at certain patterns on the scatterplots graph between the predicted value of the dependent variable namely ZFRED and the residual SRESID. If the graph shown with dots forms a certain regular pattern, it indicates that there is no heteroscedasticity.



Source: Primary Data Processed by SPSS 25 2023  
Figure 2. Heteroscedasticity Test

From the scatterplots graph it can be seen that the points spread randomly and are spread both above and below zero on the Y axis. It can be concluded that there is no heteroscedasticity in the regression model, so the regression model is feasible to use to predict the dependent variable (Employee Performance) based on

variables independent (Competence, Work Discipline, and Workload).

**Multicollinearity Test**

The multicollinearity test is needed to obtain correlation results that are actually not affected by other independent variables that might influence them. The basis for decision making from the multicollinearity test is as follows :  
 If the Tolerance Value  $\geq 0,10$  and  $VIF \leq 10$  : multicollinearity does not occur  
 If the Tolerance Value  $\leq 0,10$  and  $VIF \geq 10$ : multicollinearity occurs.

**Table 6. Multicollinearity Test**

Model		Coefficients <sup>a</sup>					Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
	B	Std. Error	Beta					
1	(Constant)	2,952	4,227		,698	,487		
	Kompetensi	,697	,222	,304	3,148	,002	2,083	
	Disiplin Kerja	,976	,164	,577	5,941	,000	2,110	
	Beban Kerja	,052	,098	,079	2,427	,017	1,130	

a. Dependent Variable: Kinerja Karyawan

Source: Primary Data Processed by SPSS 25 2023

Based on the multicollinearity test results in Table 6 (six) above with the tolerance results on the output table coefficients, each independent variable has a tolerance value greater than 0,10 namely the Competence variable 0,480, Work Discipline variable 0,474, and Workload variable 0,885, so it can be concluded that there is no multicollinearity between variables. While the value of the Variance Inflation Factor (VIF) smaller than 10 namely the Competence variable 2,083, the Work Discipline variable 2,110, and the Workload variable 1,130. So it can be stated that the assumptions in this model do not occur multicollinearity between variables.

**Descriptive Analysis**

Descriptive analysis is intended to analyze data based on the results that have been obtained from the answers of all respondents to each variable measuring indicator. Based on the results of descriptive statistical analysis the Competence variable has a Very High average value, as well as the Work Discipline variable has a Very High average value, then the Workload variable has a High average value, and the Employee Performance variable has a Very High average value in the Department of

Netting (Production) PT. Indoneptune Net Manufacturing in Bandung.

**Hypothesis Test**

**Multiple Linear Regression Analysis**

Regression analysis aims to measure the strength of the relationship between two or more variables, also shows the direction of the relationship between the dependent variable and the independent variable.

**Table 7. Multiple Linear Regression Analysis**

Model		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta			
1	(Constant)	2,952	4,227		,698	,487
	Kompetensi	,697	,222	,304	3,148	,002
	Disiplin Kerja	,976	,164	,577	5,941	,000
	Beban Kerja	,052	,098	,079	2,427	,017

a. Dependent Variable: Kinerja Karyawan

Source: Primary Data Processed by SPSS 25 2023

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3$$

$$Y = 2.952 + 0,697 X_1 + 0,976 X_2 + 0,052 X_3$$

Based on the regression equation, it can be seen that the constant value is 2.952 meaning that if the variable Competence (X1), Work Discipline (X2), and Workload (X3) = 0 then the Employee Performance variable (Y) will have a value of 2.952. Then from the regression equation it is also known that the value of the regression coefficient of the variable X1 = 0,697 indicates that for each increase in the Competence variable by 100 units of score, the Employee Performance variable will increase by 69,7 then the regression coefficient value of variable X2 = 0,976 indicates that for each increase in the Work Discipline variable by 100 units of score, it will be followed by an increase in the variable Employee Performance is 97,6 as well as the regression coefficient of the variable X3 = 0,052 indicating that for every increase in the Workload variable by 100 units of score, it will be followed by an increase in the Employee Performance variable by 52.

**Partial Significant Test (t Test)**

Partial testing is carried out to find out whether or not there is an influence between the independent variable and the dependent variable. To find out the results of the t test first look for the ttable as follows :

T table = df (N-k)  
 T table = 77  
 T table = 1,991

**Table 8. t Test (Partial) X1, X2, and X3**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,952	4,227		,698	,487
	Kompetensi	,697	,222	,304	3,148	,002
	Disiplin Kerja	,976	,164	,577	5,941	,000
	Beban Kerja	,052	,098	,079	2,427	,017

a. Dependent Variable: Kinerja Karyawan

Source: Primary Data Processed by SPSS 25 2023

Based on Table 8 (eight) above it can be seen that the results of testing the hypothesis variable H1 namely Competence (X1) show the value of tcount 3,148. Based on the criteria tcount is greater than ttable (3,148 > 1,991), and in using a significant level where the sig value is less than 0,05 (0,00 < 0,05). Thus H0 is rejected, but with the criteria H1 is accepted. It can be concluded that partially the Competence variable has a significant effect on Employee Performance, in line with the research results of Soetrisno dan Gilang (2018), that Competence has a significant effect on Employee Performance. While the results of testing the hypothesis variable H2 namely Work Discipline (X2) show the value of tcount 5,941. Based on the criteria tcount is greater than ttable (5,941 > 1,991), and in using a significant level where the sig value is less than 0,05 (0,00 < 0,05). Thus H0 is rejected, but with the criteria H1 is accepted. It can be concluded that partially the Work Discipline variable has a significant effect on Employee Performance, in accordance with the results of previous research by Burhannudin et al., (2019), that Work Discipline has a significant effect on Employee Performance. On the results of testing the hypothesis variable H3 namely Workload (X3) shows the value of tcount 2,427. Based on the criteria tcount is greater than ttable (2,427 > 1,991), and in using a significant level where the sig value is less than 0,05 (0,01 < 0,05). Thus H0 is rejected, but with the criteria H1 is accepted. It can be concluded that partially the Workload variable has a significant effect on Employee Performance, the results of this study are the same as the results of Polakitang

et al., (2019), that Workload has a significant effect on Employee Performance.

**Simultaneous Significant Test (F Test)**

The F test shows whether all the independent variables have a joint effect on the dependent variable at a significant level of 5 %.

**Table 9. F Test (Simultaneous) X1, X2, and X3 Against Y**

ANOVA a						
Model	Sum of Squares	Df	Mean Square	F	Sig.	
1	Regression	1614,682	3	538,227	49,254	,000 <sup>b</sup>
	residual	830,505	76	10,928		
	Total	2445,188	79			

a. Dependent Variable: Employee Performance  
 b. Predictors: (Constant), Workload, Competence, Work Discipline

Source: Primary Data Processed by SPSS 25 2023

Based on Table 9 (nine) it can be seen that the results of testing the hypothesis show a Fcount value of 49,254. Based on the criteria Fcount is greater than Ftable (49,254 > 2,72), and in using a significant level where the sig value is smaller than 0,05 (0,00 < 0,05). Thus H0 is rejected, as well as criterion H1 is accepted, it can be concluded that simultaneously the variables Competence, Work Discipline, and Workload have a significant effect on Employee Performance, in line with the research results of Pramularso, Widayaningtyas dan Darmawati, dan Kharie et al., (2019), that Competence, Work Discipline, and Workload have a significant effect on Employee Performance.

**Determination Coefficient Test (R2)**

The coefficient of determination (R2) aims to measure how far the ability of the independent variables Competence, Work Discipline, and Workload in explaining or influencing the dependent variable Employee Performance. The results of the analysis of the coefficient of determination are as follows :

**Table 10. Determination Coefficient Test (R2)**

Models Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,813 <sup>a</sup>	,660	,647	3,306

a. Predictors: (Constant), Workload, Competence, Work Discipline

Source: Primary Data Processed by SPSS 25 2023



From the data of Table 10 (ten) it can be seen that the coefficient of determination ( $R^2$ ) adjusted or Adjusted R Square of 0,647 (64,7 %). These results indicate that the combined effect of Competence, Work Discipline, and Workload on Employee Performance is 64,7 %, while the remaining 35,3 % are influenced by variables others that are not included in this study such as Leadership Style, Work Motivation, Job Satisfaction, and others.

## Conclusion

Based on research results of data analysis and discussion of the effect of Competence, Work Discipline, and Workload on Employee Performance in the Netting (Production) Department of PT. Indoneptune Net Manufacturing in Bandung. So it can be concluded that based on the results of descriptive statistical analysis of Competence variable in the Netting (Production) Department of PT. Indoneptune Net Manufacturing in Bandung has a Very High average value, as well as the Work Discipline variable in the Netting (Production) Department of PT. Indoneptune Net Manufacturing in Bandung which has a Very High average value, then on the Workload variable in the Netting (Production) Department of PT. Indoneptune Net Manufacturing in Bandung has a High average value, and the Employee Performance variable in the Netting (Production) Department of PT. Indoneptune Net Manufacturing in Bandung has a Very High average value. Then based on the results of the partial significant test (t Test) the independent variables namely Competence, Work Discipline, and Workload have a significant influence on the dependent variable namely Employee Performance, and based on the results of the simultaneous significant test (F Test) that the variables Competence, Work Discipline, and Workload has a significant influence on Employee Performance variables, and based on the results of the coefficient of determination test (Adjust R Square) of 64,7 % the Employee Performance variable is influenced by Competence, Work Discipline, and Workload the remaining 35,3 % are influenced by variables others that are not included in this

study such as Leadership Style, Work Motivation, Job Satisfaction, and others.

## Bibliography

- Burhannudin, Zainul, M., and Harlie, M. (2019). The Influence of Work Discipline, Work Environment and Organizational Commitment on Employee Performance. *Maksipreneur Journal*, Vol. 8, No. 2, Pg. 191-206. Banjarmasin : Kalimantan Islamic University Muhammad Arsyad Al Banjari.
- Edison, Emron. (2018). *Human Resource Management*. Bandung : Alfabeta.
- Hasibuan, Malayu S.P. (2017). *Human Resource Management*. Jakarta : PT. Bumi Aksara.
- Kasmir. (2019). *Human Resource Management (Theory and Practice)*. Depok : PT. Rajagrafindo Persada.
- Kharie, A. R., Sendow, G. M., and Dotulong, L. (2019). The Influence of Job Analysis, Work Discipline and Workload on Employee Performance at PT. Bank Rakyat Indonesia (Persero) Tbk Ternate Branch Office. *EMBA Journal : Research Journal of Economics, Management, Business and Accounting*, Vol. 7, No. 1, Pg. 141-150. Manado : Sam Ratulangi University.
- Mangkunegara, A.A. Anwar Prabu. (2017). *Corporate Human Resource Management*. Bandung : PT. Remaja Rosdakarya.
- Polakitang, A. F., Koleangan, R., and Ogi, I. (2019). The Influence of Workload, Work Environment and Work Stress on Employee Performance at PT. Esta Group Jaya. *EMBA Journal : Research Journal of Economics, Management, Business and Accounting*, Vol. 7, No. 3, Pg. 4164-4173. Manado : Sam Ratulangi University.
- Pramularso, E. Y. (2018). The Influence of Competence on Employee Performance CV. Inaura Anugerah Jakarta. *Widya Cipta*, Vol. 2, No. 1, Pg. 40-46. Jakarta : BSI Academy of Financial Management.
- Sedarmayanti. (2017). *Human Resource Management, Bureaucratic Reform and*

- Management of Civil Servants. Bandung : PT. Refika Aditama.
- Sugiyono. (2019). Quantitative Research Methods, Qualitative, and R&D. Bandung : Alfabeta.
- Widayaningtyas, R., and Darmawati, A. (2016). The Influence of Work Discipline and Work Motivation on Employee Performance (Study at PT. Macanan Jaya Cemerlang Klaten). *Revista Brasileira de Ergonomia*, Vol. 9, No. 2, Pg. 10. Yogyakarta : Yogyakarta State University.
- Yantika, Y., Herlambang, T., and Rozzaid, Y. (2018). The Influence of Work Environment, Work Ethic and Work Discipline on Employee Performance (Case Study in Bondowoso District Government). *Indonesian Journal of Management and Business*, Vol. 4, No. 2, Pg. 174-188. Jember : Muhammadiyah University of Jember.