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# THE INFLUENCE OF WORKLOAD, WORK ENVIRONMENT AND TECHNOLOGICAL USAGE ON EMPLOYEE PERFORMANCE AT THE TANGERANG REGENCY FISHERIES SERVICE OFFICE

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**ABSTRACT**

*Urgency in this study is based on the results of the interim observations in the respondents of the research, namely, the staff of the Tangerang Regency Fisheries Service Office, there are some problems related to the Work Load, Work Environment, and Technological Usage that can be an impediment to achieving the performance of the officials. This research is carried out because there are still inconsistent results from previous researches. The author performs a re-research with different Research Objects as well as different survey respondents are expected to produce appropriate results. The total of respondents in this study was 75 respondents. Technical analysis of double linear regression is used as data analysis and analyzed using the SPSS Version 24 application. In this study using quantitative methods This research aims to find out the impact of the workload, work environment and technological usage on employee performance of the Tangerang Regency Fisheries Service Office. The targeted output is that the Tangerang Regency Fisheries Service Office can perform well. The results of the study showed that the workload has a negative and significant impact on employee performance, the work environment has a positive and significant impact on the employee performance, the technological usage with a positive and significant effect on employee performance and workload, the work environment and technological usage combined have a significant impact on employee performance. The massive impact of workload, work environment and the technological usage on employee performance is 64.60% while the remaining 35.40% is influenced by other factors not studied in this study.*

**KEYWORDS** *Workload, Work Environment, Technological Usage, Employee Performance, Tangerang Regency Fisheries Service Office.*



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## INTRODUCTION

Human Resources (HR) are a critical asset for organizations because they play a strategic role in achieving goals. HR must possess the necessary skills, knowledge, and competencies to support organizational mechanisms and anticipate rapid changes in the business environment. Effective HR management is essential for enhancing contributions to organizational performance. The quality of HR significantly impacts organizational performance. Organizations must have high-quality and highly competitive HR to compete amidst dynamic changes. Employee performance, which is the result of work and task execution processes, is vital for achieving organizational goals.

Tangerang Regency Fisheries Service Office, established following the implementation of Law No. 23 of 2014, aims to increase the income of fishermen and fish farmers. To achieve optimal performance, the department needs employees with expertise in their respective fields, taking into account factors such as workload, work environment, and technological usage. Initial observations at Tangerang Regency Fisheries Service Office indicate that employee performance is not yet optimal. Observations revealed that many employees feel that workload, work environment, and technological usage affect their performance. Imbalanced workloads, uncomfortable work environments, and a lack of technological skills are the main obstacles.

According to various studies, factors influencing employee performance include:

1. **Personal Factors:** Skills, competencies, motivation, and individual commitment.
2. **Leadership Factors:** Quality of encouragement, guidance, and support from managers.
3. **Team Factors:** Support from colleagues.
4. **System Factors:** Organizational work systems and facilities.
5. **Contextual Situational:** Internal and external environmental pressures and changes.

Excessive or insufficient workload can decrease employee performance and well-being. A good work environment enhances productivity, while a poor environment can cause stress. Proper and effective technological usage can improve employee performance. Initial observations show employee dissatisfaction with workload, work environment, and technology use, impacting their performance. Therefore, further research is needed to understand and address these issues to improve employee performance at the Tangerang Regency Fisheries Service Office.

These issues are supported by several studies on workload, work environment, and technological usage on employee performance, yielding varied and inconsistent results. Research by Dian Asriani, Muchran Bl, and Irwan Abdillah (2018) showed that workload negatively affects employee performance, while Rizal Nabawi (2019) found no effect, and Muhammad Nur Deni Musa and Herman Surijadi (2020) found a positive effect. Regarding the work environment, studies by Mustafa P., Suhardi M., and Ilham Tahier (2023) showed no significant effect on performance, while Brenda C.U., Lucky O.H., and Genita L. Lumintang (2022) showed a negative effect, and Ayu Dita Sari, Ivan Alyoga, and Hellen Vera Simanjuntak (2023)

showed a positive effect. Studies on technology use by Anita Dyaning Palupi, Eko Budi Satoto, and Wenny M. (2023) found it insignificant, while Aminah, Jajuk Herawati, and Epsilandri S. (2021) found no effect, but Muhammad Bakri, Jainuddin, Risman, and Muhammad Erfan (2023) found a significant positive effect. Given these inconsistencies, this study will re-examine the variables of workload, work environment, and technological usage on the performance of employees at the Tangerang Regency Fisheries Service Office involving different respondents from previous studies. This research aims to provide insights to the leadership of the Tangerang Regency Fisheries Service Office and the government for improving and enhancing employee performance.

Previous studies indicate differing opinions or results on these variables, prompting this research to explore these variables' effects amid the uncertain environment, especially post-COVID-19, linking workload, work environment, and technological usage to employee performance at the Tangerang Regency Fisheries Service Office. The research will identify which variables have positive and negative effects, offering recommendations to the department's leadership and the government for improvements.

Based on the explained background, this study identifies several performance issues at the Tangerang Regency Fisheries Service Office. The department's performance declined in 2023, with accumulated workloads and imbalances between tasks and completion time disrupting employee performance. A noisy work environment and frequent conflicts among employees also affect performance. Moreover, the use of information technology is not optimal due to employees' limited skills and lack of supporting facilities. This research limits its variables to workload, work environment, and technological usage, with employee performance as the dependent variable. The research questions include the impact of each independent variable on employee performance and the combined influence of these variables. The study aims to determine the extent of each variable's influence on employee performance. The research is expected to enhance management knowledge, assist organizations in decision-making, and provide insights for other researchers and practitioners.

The author is interested in researching HR management, particularly workload, work environment, and technological usage, based on the premise that these three variables are crucial for achieving organizational goals and performance. Workload, work environment, and technology use are often problematic within organizations, from both employee and organizational perspectives. The research method used will be quantitative. The respondents will be all 75 employees of the Tangerang Regency Fisheries Service Office. The research object is the Tangerang Regency Fisheries Service Office, which has responsibilities and authorities in fisheries and marine affairs. To detail the aspects of workload, work environment, and technological usage on the employees' performance for the organization's better future, the author is interested in researching "The Influence of Workload, Work Environment and Technological Usage on Employee Performance at the Tangerang Regency Fisheries Service Office."

**Research Hypotheses**

The research hypotheses aim to examine the influence of workload, work environment, and technological usage on employee performance. Based on the research by Muhammad Nur Deni Musa and Herman Surijadi (2020) showing that workload has a positive and significant influence on employee performance, supported by the research of Fransiska Yuliana and Zulaspan Tupti (2020) showing the influence of workload on employee performance, the hypothesis is:

**H1:** There is an influence of workload on employee performance at the Tangerang Regency Fisheries Service Office

Other research by Ayu Dita Sari, Ivan Alvyoga, and Hellen Vera Simanjuntak (2023), as well as Lily Paradina Nainggolan, Bayu Eko Broto, and Christine Herawati Limbong (2023), shows that the work environment also has a positive and significant influence on employee performance. The hypothesis is:

**H2:** There is an influence of the work environment on employee performance at the Tangerang Regency Fisheries Service Office

Furthermore, research by Muhammad Bakri, Jainuddin, Risman, and Muhammad Erfan (2023), as well as Indrayani, Nurul Aulia, and Arwin (2021), shows that technology use has a positive and significant influence on performance. The hypothesis is:

**H3:** There is an influence of technological usage on employee performance at the Tangerang Regency Fisheries Service Office.

Finally, research by Ayu Dita Sari, Ivan Alvyoga, and Hellen Vera Simanjuntak (2023), as well as Eduard Ricardo Hasudungan Sinaga, Sri Langgeng Ratnasari, and Zulkifli (2020), shows that workload, work environment, and technology use collectively have a significant influence on employee performance. The hypothesis is:

**H4:** There is a collective influence of workload, work environment, and technological usage on employee performance at the Tangerang Regency Fisheries Service Office.

## RESEARCH METHOD

According to Mulyadi (2012), research design is a necessary step to achieve the research objectives. This study employs a causal associative method with a quantitative approach to investigate the cause-and-effect relationship between workload, work environment, and technological usage on employee performance. The causal associative research aims to examine the relationship between two or more variables, where this relationship is causal. In this study, the independent variables are workload (X1), work environment (X2), and technological usage (X3), while the dependent variable is employee performance (Y). The research design is depicted in a constellation that shows the relationships between these variables.

The quantitative approach, according to Sugiyono (2019), is used to study a specific population or sample by collecting data using research instruments and statistically analyzing it to test hypotheses. The operational definitions of variables involve identifying the independent variables (X) and the dependent variable (Y). Workload is measured through targets, job conditions, and job standards. The work

environment is measured through physical factors such as lighting, color, air, and sound, as well as non-physical factors like relationships among colleagues and supervisors. Technological usage is measured through ease of work, benefits, productivity, effectiveness, and job performance. The population in this study is all employees of the Tangerang Regency Fisheries Service Office, with the sample being taken as a whole because the population is less than 100 people. Data is collected through questionnaires measured with a Likert scale.

Data analysis techniques include validity and reliability tests, classical assumption tests (normality, multicollinearity, heteroscedasticity), and inferential statistical analysis such as simple correlation tests, coefficient of determination, and linear regression. Hypothesis testing is conducted using t-tests and F-tests to examine the effect of the independent variables on the dependent variable, both partially and simultaneously. The research is conducted at the Tangerang Regency Fisheries Service Office from February to June 2024. Primary data is collected through questionnaires distributed to respondents, while secondary data is obtained from internal documents and related literature studies.

## RESULT AND DISCUSSION

### Analysis Requirements Testing

#### *Validity Test*

Validity indicates the extent to which the measuring device used to measure what is measured. The method is to correlate the scores obtained on each question item with the total score of the individual. Validity testing is carried out with the help of a computer using the SPSS for Windows Version 24 program. In this study, validity testing was only carried out on 75 respondents. Decision making based on the value of rcalculate (*Corrected Item-Total Correlation*) > rtable of 0.361, for df = 30–2 = 28; $\alpha = 0.05$ then the item/question is valid and vice versa.

Workload Variable (X1)

The table below presents the validity values for each Workload variable questionnaire statement as follows

**Table 4.19 Workload Variable Validity Test**

| No. | R calculate | R table | Description |
|---|---|---|---|
| 1 | 0,529 | 0,361 | Valid |
| 2 | 0,617 | 0,361 | Valid |
| 3 | 0,660 | 0,361 | Valid |
| 4 | 0,785 | 0,361 | Valid |
| 5 | 0,610 | 0,361 | Valid |
| 6 | 0,641 | 0,361 | Valid |

Based on the table above each item above, every statement about XI, the value of r is calculated > r table, so all the above statement items are valid.

Work Environment Variable (X2)

The table below presents the validity values for each Work Environment variable questionnaire statement as follows

**Table 4.20 Work Environment Variable Validity Test**

| No. | R calculate | R table | Description |
|---|---|---|---|
| 1 | 0,445 | 0,361 | Valid |
| 2 | 0,531 | 0,361 | Valid |
| 3 | 0,493 | 0,361 | Valid |
| 4 | 0,531 | 0,361 | Valid |
| 5 | 0,547 | 0,361 | Valid |
| 6 | 0,653 | 0,361 | Valid |
| 7 | 0,588 | 0,361 | Valid |
| 8 | 0,649 | 0,361 | Valid |
| 9 | 0,619 | 0,361 | Valid |
| 10 | 0,585 | 0,361 | Valid |
| 11 | 0,500 | 0,361 | Valid |
| 12 | 0,572 | 0,361 | Valid |

Based on the table above each item above, each statement about X2, the value of r is calculated > r table, so all the items of the above statement are valid.

Variable Technological Usage ( X3 )

The table below presents the validity values for each Technological Usage variable questionnaire statement as follows

**Table 4.21 Test of Validity of Technological Usage Variables**

| No. | R calculate | R table | Description |
|---|---|---|---|
| 1 | 0,705 | 0,361 | Valid |
| 2 | 0,380 | 0,361 | Valid |
| 3 | 0,654 | 0,361 | Valid |
| 4 | 0,494 | 0,361 | Valid |
| 5 | 0,483 | 0,361 | Valid |
| 6 | 0,377 | 0,361 | Valid |
| 7 | 0,645 | 0,361 | Valid |
| 8 | 0,585 | 0,361 | Valid |
| 9 | 0,578 | 0,361 | Valid |
| 10 | 0,574 | 0,361 | Valid |

Based on the table above each item above, each statement about X3, the value of r is calculated > r table, so all items of the above statement are valid.

Employee Performance Variable (Y)

The table below presents the validity values for each Employee Performance variable questionnaire statement as follows

**Table 4.22 Employee Performance Variable Validity Test**

| No. | R calculate | R table | Description |
|---|---|---|---|
| 1 | 0,752 | 0,361 | Valid |
| 2 | 0,719 | 0,361 | Valid |
| 3 | 0,805 | 0,361 | Valid |
| 4 | 0,802 | 0,361 | Valid |
| 5 | 0,839 | 0,361 | Valid |
| 6 | 0,734 | 0,361 | Valid |
| 7 | 0,497 | 0,361 | Valid |
| 8 | 0,440 | 0,361 | Valid |

Based on the table above each item above, every statement about Y, the value of r is calculated > r table, so all items of the above statement are valid.

***Reliability Test***

Workload Variable ( X1 )

The results of reliability tests on Workload variables can be presented in the SPSS output as follows:

**Table 4.23 Workload Variable Reliability Test**

| **Reliability Statistics** | |
|---|---|
| Cronbach's Alpha | N of Items |
| .710 | 6 |

Source : SPPS Output, Research Results 2024

Based on the SPSS output, it is known that *Cronbach's Alpha* value for variable X1 with 6 statement items is 0.710 so it can be said that the reliability of variable X1 has very high reliability or reliability.

Work Environment Variable ( X2 )

The results of reliability tests on Work Environment variables can be presented in the SPSS output as follows:

**Table 4.24 Work Environment Variable Reliability Test**

| **Reliability Statistics** | |
|---|---|
| Cronbach's Alpha | N of Items |
| .794 | 12 |

Source : SPPS Output, Research Results 2024

Based on the SPSS output, it is known that *Cronbach's Alpha* value for variable X2 with 12 statement items is 0.794 so it can be said that the reliability of variable X2 has very high reliability or reliability.

Variable Technological Usage ( X3 )

The results of reliability tests on the Technological Usage variable can be presented in the SPSS output as follows:

**Table 4.25 Variable Reliability Test of Technological Usage**

| **Reliability Statistics** | |
|---|---|
| Cronbach's Alpha | N of Items |
| .722 | 10 |

Source : SPPS Output, Research Results 2024

Based on the SPSS output, it is known that *Cronbach's Alpha* value for variable X3 with 10 statement items is 0.722 so it can be said that the reliability of variable X3 has high reliability or reliability.

Employee Performance Variable (Y)

The results of reliability tests on Employee Performance variables can be presented in the SPSS output as follows:

**Table 4.26 Reliability Test of Employee Performance Variables**

| **Reliability Statistics** | |
|---|---|
| Cronbach's Alpha | N of Items |
| .854 | 8 |

Source : SPPS Output, Research Results 2024

Based on the SPSS output, it is known that *Cronbach's Alpha* value for variable Y with 8 statement items is 0.854 so it can be said that the reliability of variable Y has very high reliability or reliability.

**Hypothesis Testing**

***Classical Assumption Test***

Normality Test

To test the normality of the data in this study used Kolmogorov Sminorv-Test. The basis for decision making, that a data is normally distributed or not is by comparing the p-value with a significance level (α) of 0.05. If the p-value > 0.05, then the data is normally distributed. In the assumption of regression normality, a normality test is carried out on the residuals of the regression. The SPSS output results for the normality test can be seen in the following table:

**Table 4.27 Normality Test Results**

| **One-Sample Kolmogorov-Smirnov Test** | | |
|---|---|---|
| | | Unstandardized Residual |
| N | | 75 |
| Normal Parameters[a,b] | Mean | .0000000 |
| | Std. Deviation | 4.06798903 |
| Most Extreme Differences | Absolute | .080 |
| | Positive | .080 |

| | | |
|---|---|---|
| | Negative | -.038 |
| Test Statistic | | .080 |
| Asymp. Sig. (2-tailed) | | .200[c,d] |

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.
Source : SPPS Output, Research Results 2024

From table 4.27 *One-Sample Kolmogorov-Smirnov Test*, obtained Asymp.Sig (2-tailed) number of 0.200 greater than 0.05, it can be concluded that the data derived from the population has a normal distribution.

Multicollinearity Test

Multicollinearity testing is carried out by looking at the magnitude of tolerance value and variance inflation factor (VIF). The basis for decision making in the Multicholinerity Test can be done in two ways:
See the *Tolerance value* :

- If the Tolerance value is greater than 0.10 then it means that there is no Multicholinerity to the tested data
- If the Tolerance value is less than 0.10, it means that Multicholinerity occurs on the tested data

View the value of VIF (*Variance Inflation Factor*)

- If the VIF value is less than 10.00 then it means that there is no Multicholinerity to the tested data
- If the VIF value is greater than 10.00 then it means that there is Multicholinerity of the tested data

From the calculation results obtained the following results:

**Table 4.28 Multicollinearity Test Results**

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | T | Sig. | Tolerance | VIF |
| 1 | (Constant) | 3.860 | 4.126 | | 936 | .353 | | |
| | WORKLOAD | -.208 | .099 | -.171 | -2.093 | .040 | .718 | 1.393 |
| | WORK ENVIRONMENT | .315 | .060 | .440 | 5.278 | .000 | .688 | 1.454 |
| | TECHNOLOGICAL USAGE | .410 | .096 | .372 | 4.263 | .000 | .630 | 1.589 |

a. Dependent Variable: EMPLOYEE PERFORMANCE
Source : SPPS Output, Research Results 2024

From table 4.28 the results of the multicollinearity test show that the Tolerance value of the Workload variable (X1) is 0.718, the Work Environment variable (X2) is 0.688 and the Technology Use variable (X3) is 0.630 meaning that there is no multicollinearity of the data tested. The calculation results also show that the Workload variable (X1) has a VIF value of 1.393, the Work Environment variable (X2) has a VIF value of 1.454 and the Technological Usage variable (X3) has a VIF value of 1.589 of the three independent variables has a VIF value of less than 10.00 (<10.00). So it can be concluded that there are no symptoms of multicollinearity in the regression model used.

Heteroscedasticity Test

The heteroscedasticity test is to see if there is an inequality of variance from one residual observation to another. A regression model that satisfies the requirements is where there is a similarity in variance from the residual of one observation to another fixed observation or called homoscedasticity. Detection of heteroscedasticity can be done by scatter plot method by plotting ZPRED value (prediction value) with SRESID (residual value). A good model is obtained if there is no certain pattern on the chart, such as collecting in the middle, narrowing then widening or vice versa widening then narrowing.

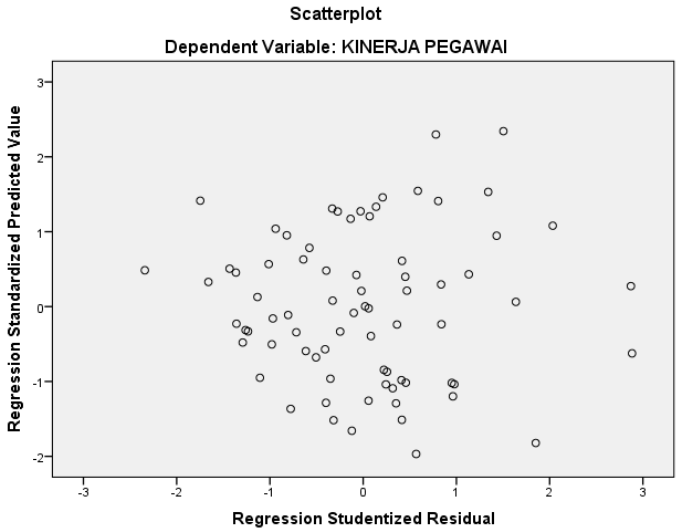


**Figure 4.13 Heteroscedasticity Test Results**

Source : SPPS Output, Research Results 2024

From the SPSS output results in figure 4.13 show that there is no heteroscedasticity disturbance that occurs in the estimation process of estimating the parameters of the estimator model, the points spread above and below the number 0 on the Y axis without forming a certain pattern, heteroscedasticity does not occur. So overall it can be concluded that there is no heteroscedasticity problem in this study.

***Inferential Statistical Analysis***

Correlation Test

*a)* Simple Correlation Test

The first step of testing this hypothesis uses the moment product correlation analysis technique to first see the degree of closeness between the independent variable and the dependent variable. In summary, the results of the correlation of the product moment between the independent variable and the dependent variable can be seen in the following table:

**Table 4.29 Simple Correlation Test Results**

| **Correlations** | | | | | |
|---|---|---|---|---|---|
| | | Workload | Work Environment | Use Technology | Employee Performance |
| Workload | Pearson Correlation | 1 | -.421** | -.497** | -.541** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 75 | 75 | 75 | 75 |
| Work Environment | Pearson Correlation | -.421** | 1 | .528** | .708** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 75 | 75 | 75 | 75 |
| Technological Usage | Pearson Correlation | -.497** | .528** | 1 | .689** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 75 | 75 | 75 | 75 |
| Employee Performance | Pearson Correlation | -.541** | .708** | .689** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 75 | 75 | 75 | 75 |

**. Correlation is significant at the 0.01 level (2-tailed).

Source : SPPS Output, Research Results 2024

In table 4.29 above, the results of the analysis between the Workload variable (X1) and the Employee Performance variable (Y) obtained a correlation value of -0.541 including the "moderate" correlation criterion (0.400 - 0.599), the Work Environment Variable (X2) with the Employee Performance variable (Y) obtained a correlation value of 0.708 including the "strong" correlation criterion (0.600 - 0.799) and the Technological Usage Variable (X3) with the Employee Performance variable (Y) obtained a correlation value of 0.689 including the correlation criterion "strong" (0.600 – 0.799).

b) Multiple Correlation Test

Multiple correlation analysis was carried out to determine the level of closeness of the relationship between the independent variables in groups (X1, X2 and X3) with the dependent variable, the level of closeness of the relationship

between the independent variable and the dependent variable. The results of multiple correlation analysis between independent variables and dependent variables can be seen in the following table:

**Table 4.31 Test Results of the correlation between workload (X1), work environment (X2) and technological usage (X3) with employee performance (Y)**

**Model Summary[b]**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .813[a] | .660 | .646 | 4.153 |

a. Predictors: (Constant), TECHNOLOGICAL USAGE, WORK ENVIRONMENT, WORKLOAD

b. Dependent Variable: EMPLOYEE PERFORMANCE

Source : SPPS Output, Research Results 2024

In table 4.31 the results of the analysis between Workload (X1), Work Environment (X2) and Technological Usage (X3) with Employee Performance (Y) obtained a correlation value of 0.813 in column R. Thus the correlation between Workload (X1), Work Environment (X2) and Technological Usage (X3) with Employee Performance (Y) at the Tangerang Regency Fisheries Service Office has a correlation value of 0.813 and includes the " very strong" correlation criterion (0.800 – 1.000).

Coefficient of Determination Test

Coefficient of determination testing is performed to measure how much influence the independent variable has on the dependent variable. Based on the results of SPSS processing, several R Square values are obtained that show the contribution of each independent variable to employee performance. First, workload (X1) has a contribution of 29.30% to employee performance (Y). Second, the work environment (X2) has the largest contribution contributes which is 50.20% to employee performance (Y). Finally, the Technological Usage (X3) contributes 47.50% to employee performance (Y). These results show that the variable of Work Environment has the most dominant influence on employee performance compared to other variables.

Multiple coefficient of determination testing shows that workload, work environment, and Technological Usage together contribute 64.60% to employee performance, based on the Adjusted R Square value obtained from SPSS processing. The remaining 35.40% were influenced by other variables not studied in the study.

Linear Regression Test

a) Simple Regression Test

Simple regression testing is performed to understand how changes in independent variables such as workload, work environment, and Technological Usage affect employee performance. The results showed that workload had a

negative influence on employee performance with the regression equation Y = 34.691 - 0.659X1, meaning that every increase in one unit of workload decreased employee performance by 0.659. Conversely, the work environment and the use of technology positively affect employee performance. The regression equation for the work environment is Y = 3.661 + 0.507X2, which means that each increase in one unit of the work environment increases employee performance by 0.507. For technological usage, the regression equation is Y = 0.208 + 0.760X3, showing that each increase in one unit of technological usage increases employee performance by 0.760. These results indicate that while workloads can decrease performance, work environments and the Technological Usage can improve employee performance.

b) Multiple Regression Test

Multiple regression tests are conducted to determine the effect of workload, work environment, and Technological Usage together on employee performance. The results of multiple regression analysis show that the constant (a) is 3.860, with a workload coefficient (b) of -0.208, a work environment coefficient (b) of 0.315, and a Technological Usage coefficient (b) of 0.410. The resulting regression equation is Y = 3.860 - 0.208X1 + 0.315X2 + 0.410X3. This means, employee performance in a fixed state has a value of 3,860. Each increase in one unit of workload will decrease employee performance by (-) 0.208, while each increase in one unit of work environment and technological usage will increase employee performance by 0.315 and 0.410 respectively.

***The Significance of the Hypothesis Test***

T - Test

*a)* Workload (X1)

To determine the level of significance of the influence between Workload (X1) on Employee Performance (Y), the values of the correlation coefficient with the t test of the calculation results are then compared with the table *t two test* (t table attached):

**Table 4.40 Results of testing the partial significance of the workload hypothesis based on a simple regression test**

**Coefficientsa**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | T | Say. |
| 1 | (Constant) | 34.691 | 2.777 | | 12.491 | .000 |
| | Workload | -.659 | .120 | -.541 | -5.497 | .000 |

a. Dependent Variable: Employee Performance

Source : SPPS Output, Research Results 2024

Based on table 4.40, it is known that the value of the Workload regression coefficient (X1) of 0,659 is negative (-).

Furthermore, whether or not the research hypothesis is significant, t testing is calculated with the level of confidence used is 95%, then the value of α = 0.05/2. Decision making in the t test:

- Ho is accepted and H1 is rejected if the value of t is calculated < t of the table or if the value of sig. > 0.05.
- Ho is accepted and H1 is rejected if the value of t is calculated > t table or if the value of sig. < 0.05.

To find out the value of t table using the formula:

- t table = ( significance level divided by 2; number of respondents minus the number of independent variables minus 1 ) if written in formula form is ; ( α/2; n-k-1 )
- t table = ( 0.05/2 ; 75-1-1 ) or (0.05 / 2 ; 75 - 2)
- t table = ( 0.025 ; 73 ), obtained the value of t table of 1.993 at a 95% confidence interval (distribution t attached)

Based on the results of the regression analysis in table 4.40, the calculated t value of Workload of 5,497 is greater than that of t table 1.993, and the significance value of 0.000 is below 0.05, at a 95% confidence interval so that the conclusion is that H0 is accepted on the following criteria:

H1 : There is a significant effect of Workload on Performance Employee at the Tangerang Regency Fisheries Service Office

H0 : There is an insignificant effect of Workload on Employee Performance at the Tangerang Regency Fisheries Service Office.

Thus the first hypothesis states: **There is a negative and significant influence between Workload on Employee Performance at the Tangerang Regency Fisheries Service Office, the conclusion has a significant effect.**

b) Work Environment (X2)

**Tabel 4.41 Results of testing the partial significance of the work environmet hypothesis based on a simple regression test**

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | T | Sig. |
| 1 | (Constant) | 3.661 | 1.978 | | 1.851 | .068 |
| | Work Environment | .570 | .059 | .708 | 8.575 | .000 |

a. Dependent Variable: Employee Performance

Source : SPPS Output, Research Results 2024

Based on table 4.41, it is known that the value of the Work Environment regression coefficient (X2) of 0.507 is positive (X2).

Furthermore, whether or not the research hypothesis is significant, t testing is calculated with the level of confidence used is 95%, then the value of α = 0.05/2. Decision making in the t test:

- Ho is accepted and H1 is rejected if the value of t is calculated < t of the table or if the value of sig. > 0.05.
- Ho is accepted and H1 is rejected if the value of t is calculated > t table or if the value of sig. < 0.05.

To find out the value of t table using the formula:

- t table = ( significance level divided by 2; number of respondents minus the number of independent variables minus 1 ) if written in formula form is ; ( α/2; n-k-1 )
- t table = ( 0.05/2 ; 75-1-1 ) or (0.05 / 2 ; 75 - 2)
- t table = ( 0.025 ; 73 ), obtained the value of t table of 1.993 at a 95% confidence interval (distribution t attached)

Based on the results of the regression analysis in table 4.41, the calculated t value of Work Environment of 8,575 is greater than that of table 1.993, and the significance value of 0.000 is below 0.05, at a 95% confidence interval so that the conclusion is that H1 is accepted on the following criteria:

H1 : There is a significant influence of the Work Environment on Employee Performance at the Tangerang Regency Fisheries Service Office

H0 : There is an insignificant influence of the Work Environment on Employee Performance at the Tangerang Regency Fisheries Service Office

Thus the first hypothesis that states: **There is a positive and significant influence between the Work Environment on Employee Performance at the Tangerang Regency Fisheries Service Office, the conclusion has a significant effect.**

c) Use of Technological Usage (X3)

**Table 4.42 Results of Partial Hypothesis Significance Test of Technological Usage Based on Simple Regression Test**

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | T | Sig. |
| 1 | (Constant) | .208 | 2.494 | | .084 | .934 |
| | Use of Technology | .760 | .094 | .689 | 8.122 | .000 |

a. Dependent Variable: Employee Performance

Source : SPPS Output, Research Results 2024

Based on table 4.42, it is known that the value of the Regression Coefficient of Technological Usage (X3) of 0.760 is positive (X3).

Furthermore, whether or not the research hypothesis is significant, t testing is calculated with the level of confidence used is 95%, then the value of α = 0.05/2. Decision making in the t test:

- Ho is accepted and H1 is rejected if the value of t is calculated < t of the table or if the value of sig. > 0.05.

- Ho is accepted and H1 is rejected if the value of t is calculated > t table or if the value of sig. < 0.05.

To find out the value of t table using the formula:

- t table = ( significance level divided by 2; number of respondents minus the number of independent variables minus 1 ) if written in formula form is ; ( α/2; n-k-1 )
- t table = ( 0.05/2 ; 75-1-1 ) or (0.05 / 2 ; 75 - 2)
- t table = ( 0.025 ; 73 ), obtained the value of t table of 1.993 at a 95% confidence interval (distribution t attached)

Based on the results of the regression analysis in table 4.42, the calculated t value of Technological Usage of 8,122 is greater than that of table 1.993, and the significance value of 0.000 is below 0.05, at a 95% confidence interval so that the conclusion is that H1 is accepted on the following criteria:

H1 : There is a significant influence on the technological usage on the Performance of Employees in the Tangerang Regency Fisheries Service Office

H0 : There is no significant effect on technological usage on the Performance of Employees at the Tangerang Regency Fisheries Service Office.

Thus the first hypothesis that states: **There is a positive and significant influence between the Technological Usage on Employee Performance at the Tangerang Regency Fisheries Service Office, the conclusion has a significant effect.**

F Test

To test the hypothesis simultaneously between Workload, Work Environment and Technological Usage on Employee Performance, the following are the results of SPSS version 24:

**Table 4.43 Multiple Regression Test Results Based on Anova Table**

**ANOVA[a]**

| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 2380.555 | 3 | 793.518 | 46.007 | .000[b] |
| | Residual | 1224.592 | 71 | 17.248 | | |
| | Total | 3605.147 | 74 | | | |

a. Dependent Variable: EMPLOYEE PERFORMANCE

b. Predictors: (Constant), TECHNOLOGICAL USAGE, WORK ENVIRONMENT, WORKLOAD

Source : SPPS Output, Research Results 2024

Before comparing F values, calculate first find the F table value of the formula: df1 = k -1 and df2 = n - k, where k is the number of variables (free + bound) and n is the number of observations/samples forming regression. The number of regression forming samples is 75. So df1 = k-1 = 4 – 1 = 3 while df2 = n – k = 75 – 4 = 71 tests were carried out at α = 5%, then the F value of the table is 2.73.

Table 4.43, in column F obtained F count of 36.307. greater than Ftable by 2.73 (f table attached), or by comparing probability values (sig. F change) = 0.000 < 0.05, then the decision is H1 accepted.

H0 : There is an insignificant influence of Workload, Work Environment and Technological Usage together on Employee Performance at the Tangerang Regency Fisheries Service Office

H1 : There is a significant influence of Workload, Work Environment and Technological Usage together on Employee Performance at the Tangerang Regency Fisheries Service Office.

Thus the fourth hypothesis which states: "**There is a significant influence of Workload, Work Environment and Technological Usage together on Employee Performance at the Tangerang Regency Fisheries Service Office " hypothesis is significant.**

**Discussion**

***The Influence of Workload (X1) on Employee Performance (Y) (H1)***

The research shows that workload has a strong relationship with employee performance, contributing 29.30%. Workload has a negative impact on employee performance, as indicated by the regression equation Y = 34,691 – 0,659X1. This means that an increase in workload reduces the performance of employees at the Tangerang Regency Fisheries Service Office. This result supports the hypothesis that workload significantly affects employee performance, albeit negatively. This finding is consistent with the studies by Dian Asriani et al. (2018) and Nabawi (2019), which state that excessive workload can decrease employee performance, causing physical and mental fatigue, and triggering negative emotional reactions. Supervisors should analyze workload distribution according to individual capabilities to avoid performance decline.

***The Influence of Work Environment (X2) on Employee Performance (Y) (H2)***

The research shows that the work environment has a strong relationship with employee performance, contributing 50.20%. The work environment has a positive impact on employee performance, as indicated by the regression equation Y = 3,661 + 0,508X1. A comfortable and conducive work environment enhances the performance of employees at the Tangerang Regency Fisheries Service Office. This result supports the hypothesis that the work environment has a positif and signifi-cant impact on employee performance. This finding aligns with the research by Ayu Dita Sari et al. (2023), which states that a good work environment helps employees work with focus and calm, increasing their productivity and performance.

***The Influence of Technological Usage e on Employee Performance (H3)***

The research shows that technology usage has a strong relationship with employee performance, contributing 47.50%. Technological usage has a positive impact on employee performance, as indicated by the regression equation Y = 0,208 + 0,760X1. The better the employees' ability to technological usage, the higher their

performance at the Tangerang Regency Fisheries Service Office. This result supports the hypothesis that technological usage has a positive and significant impact on employee performance. This finding is consistent with the research by Muhammad Bakri et al. (2023), which emphasizes the importance of appropriate information technology utilization to enhance organizational performance.

***The Combined Influence of Workload, Work Environment, and Technological Usage on Employee Performance (H4)***

The research shows that workload, work environment, and technological usage have a strong relationship with employee performance, contributing 64.60%. These variables collectively have a significant impact on employee performance, as indicated by the regression equation Y = 3,860 – 0,208X1 + 0,315X2 + 0,410X3. A conducive work environment and good technological usage improve performance, while excessive workload decreases the performance of employees at the Tangerang Regency Fisheries Service Office. This result supports the hypothesis that workload, work environment, and technological usage collectively have a significant impact on employee performance. This finding is in line with the research by Ayu Dita Sari et al. (2023) and Eduard Ricardo Hasudungan Sinaga et al. (2020), which show that these variables simultaneously have a positive and significant impact on performance.

## CONCLUSION

The research titled "The Influence of Workload, Work Environment, and Technological Usage on Employee Performance at the Tangerang Regency Fisheries Service Office" aims to address the research questions and provide conclusions based on data analysis. The results show that Workload affects Employee Performance by 29.30%, Work Environment by 50,20%, and Technological Usage by 47.50%. Collectively, these three variables influence Employee Performance by 64.60%. Simple and multiple linear regression tests indicate that Workload has a negative effect, while Work Environment and Technological Usage have positive effects on Employee Performance. Based on the t-test, there is a significant impact of each variable on Employee Performance. The F-test shows a significant combined effect of the three variables on Employee Performance. The study has limitations in terms of time, limited variables, costs, and the researcher's capabilities. This research is expected to contribute to academic knowledge, serve as an information source for the Tangerang Regency Fisheries Service Office, and guide future researchers to include additional independent variables. The research implications highlight the need to allocate workload according to employees' capabilities to enhance their performance.

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