

## **ABSTRACT**

*This research was conducted to determine the influence of workload quality and competence on the performance of employees of PT Kereta Api Indonesia (Persero) Bandung. Employee performance is the most important thing for a company to achieve the company's vision and mission which requires employees who are competent and work to the maximum in accordance with company regulations. In the company PT Kereta Api Indonesia (Persero) Bandung requires sufficient knowledge competence and reduction of workload carried out. The purpose of this research is to find out and analyze how the workload that affects the work, how competence affects performance, the magnitude of the effect of workload and competence simultaneously and partially on the performance of employees of PT Kereta Api Indonesia (Persero) Bandung.*

*This research uses quantitative methods. Sampling was done by non-probability sampling method with 53 respondents. The analysis technique used is descriptive analysis. The measuring instrument used is the classic assumption test and the analysis technique used to test the variables is multiple linear regression analysis, coefficient of determination analysis and hypothesis testing which is processed using IBM SPSS Statistics version 25 software.*

*Based on the results of simultaneous hypothesis testing that workload and competence significantly influence employee performance at PT Kereta Api Indonesia (Persero) Bandung. This is evidenced by  $30,118 > 4,03$  or  $F_{count} > F_{table}$  and Significance  $0,000 < 0,005$ . Based on partial hypothesis testing (t test), it was found that the workload and competency variables significantly influence employee performance at PT Kereta Api Indonesia (Persero) Bandung. Based on the coefficient of determination obtained that the workload and competence on the performance of employees of PT Kereta Api Indonesia (Persero) Bandung amounted to 57.6% and the remaining 42.4% is influenced by other factors not examined in this study.*

*Keywords: Workload, Competence, Employee Performance, PT Kereta Api Indonesia (Persero) Bandung*