

ABSTRACT

Organizations today must have human resources that excel in quality in order to achieve the goals that have been set. Employees not only play a role in determining an organization's future, but also play a role in shaping the direction of the organization's overall development. The success of the organization will be more optimal if it has a competent and qualified workforce.

This study aims to determine the effect of workload and compensation on employee performance at the Al-Muttaqin Foundation Islamic Education Institution in Tasikmalaya City. This study will examine aspects regarding the level of workload, the application of employee compensation, the level of employee performance, and the effect of workload and compensation on employee performance at the Al-Muttaqin Foundation Islamic Education Institution in Tasikmalaya City.

The method used in this research is a quantitative method. The data collection technique involves distributing questionnaires to 110 employees. Sampling is done using a non-probability sampling method with a saturation sampling type. The data analysis technique in this study employs descriptive analysis and path analysis, supported by IBM SPSS software version 23.

The results showed that workload was in the "very high" category, compensation was in the "good" category, and employee performance was in the "very good" category. The next finding is that workload has a significant effect on the performance of LPI Al-Muttaqin Foundation employees by 54.1%, while compensation has a significant effect on the performance of LPI Al-Muttaqin Foundation employees by 16.9%. Furthermore, simultaneously, there is an effect of workload and compensation on employee performance by 58.8%, while 41.2% is influenced by other factors, namely work motivation, leadership, job satisfaction, organizational culture and others.

Researchers conveyed suggestions to LPI Al-Muttaqin Foundation, namely to always maintain the improvement of employee performance so that it continues to be very good, the application of workload must be in accordance with the abilities possessed by each employee, and the application of providing the amount of compensation is very good. The suggestions for the following researchers are to add other variables besides workload and compensation, as well as expand the research area.

Keywords: *Workload, Compensation, Employee Performance*