

## **ABSTRACT**

*This study aims to determine the effect of workload on employee performance at PT. Kereta Api Indonesia (Persero) DAOP 3 Cirebon. The type of research used is a quantitative approach. The population in this study consists of all employees at PT. Kereta Api Indonesia (Persero) DAOP 3 Cirebon. The sampling technique used is simple random sampling, with a total of 93 respondents. The data collection method was conducted using a questionnaire. Data analysis and hypothesis testing were carried out using simple linear regression analysis with the help of SPSS version 25.0. The results of this study indicate that workload has a positive and significant effect on employee performance. This is evidenced by the t-test result with a significance value of  $0.006 < 0.05$ , indicating that workload significantly influences employee performance. Furthermore, the coefficient of determination ( $R^2$ ) of 0.081 shows that workload contributes 8.1% to the variation in employee performance, while the remaining percentage is influenced by other factors not examined in this study. Therefore, effective and balanced workload management is essential in efforts to improve employee performance at PT. Kereta Api Indonesia (Persero) DAOP 3 Cirebon.*

**Keywords :** *Workload, Employee performance*