

## THE EFFECT OF SUPERVISION AND WORKLOAD ON EMPLOYEE PERFORMANCE IN THE GOVERNMENT OF SOUTH SIBOLGA DISTRICT, SIBOLGA CITY

Vivi Wiyannur Tanjung<sup>1</sup>, Mansur Tanjung<sup>2</sup>, Sinta Veronika Hutabarat<sup>3</sup>

<sup>1,2,3</sup> Sekolah Tinggi Ilmu Ekonomi Al Washliyah Sibolga

[wiyanur@gmail.com](mailto:wiyanur@gmail.com)<sup>1</sup>, [tanjungmansur@yahoo.co.id](mailto:tanjungmansur@yahoo.co.id)<sup>2</sup>, [sintaveronika77@gmail.com](mailto:sintaveronika77@gmail.com)<sup>3</sup>

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### ABSTRACT

This study aims to find out whether there is an Influence of Supervision and Workload on Employee Performance in the South Sibolga District Government, Sibolga City. The type of research used in this study is a quantitative research method with a descriptive approach. The population in this study is employees at the South Sibolga Sub-district Office, Sibolga City. The sample is the entire population in the South Sibolga District Government with a questionnaire distribution of 64 respondents. The results of the study found that the correlation coefficient obtained from the result that there was a moderate relationship between Supervision and Employee Performance of 0.550 and the relationship between Workload and Employee Performance of 0.646. Based on the analysis of the Coefficient of Determination obtained of 0.491, this means that what happens in the variation of variables bound to Employee Performance 49.1% is determined by the independent variables of Supervision and Workload simultaneously and the remaining 50.9% is determined by other factors that are not discussed in this study. From the results of the t-test in the study, it is known that the t-value of Supervision (X1) is  $2.950 > t$  table 1.66980 and Workload (X2) is  $4.750 > t$  table 1.66980, so the hypothesis states that Supervision and Workload partially or individually have a significant effect on Employee Performance in the Government of South Sibolga District, Sibolga City, proven and acceptable acceptable. Meanwhile, from the results of the F test, it is known that the F value is calculated as  $29.363 > F$  table 3.15 and the significance is  $0.000 < 0.05$  so that the hypothesis that Supervision and Workload have a significant effect together or simultaneously on the Performance of Employees in the South Sibolga District Government, Sibolga City, is proven and acceptable to be accepted.



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*Corresponding Author:*

Vivi Wiyannur Tanjung  
Sekolah Tinggi Ilmu Ekonomi Al Washliyah Sibolga  
Email: [wiyanur@gmail.com](mailto:wiyanur@gmail.com)

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## INTRODUCTION

An organization or government agency is a place where the government carries out daily activities in accordance with its duties and responsibilities as a government apparatus in order to create an effective and appropriate work environment, every government agency has the desire to make progress in its organizational structure, both in terms of convenience and the level of achievement of results. This is according to government agencies looking for precise alternatives to support what is aspired to, such as the need to supervise the performance of employees in the agency.

Supervision is very important for every work in the organization, because through supervision can be monitored various things that can be detrimental to the organization, such as errors in the implementation of work, shortcomings and weaknesses in the implementation of working methods, and obstacles experienced. In addition to supervision, factors that affect employee performance are workload, workload is a demand of workers when receiving requests, orders or demands that will produce a form and level of performance.

From one of the workload factors, the problem that occurs in the South Sibolga District Government, Sibolga City is the problem of employee attendance that continues to increase, due to declining employee performance. In addition to the problem of absenteeism as a form of lack of employee performance, the problem obtained by the author after conducting a previous survey at the South Sibolga District Government, Sibolga City, is in the form of a high workload, they explained that working in the South Sibolga District Government, Sibolga City has considerable pressure, some employees choose not to go to work for various reasons such as leave, sick, family affairs permits, lecture permits etc., the reason is that they often go home beyond working hours but the agency does not include this in overtime hours so employees instead of excessive hours prefer not to go to the office, employees also have to do work that should not be on their *job desk* so they take two jobs at once.

Related to the background of the above problem, the researcher is interested in discussing and pouring it into a scientific paper in the form of a thesis entitled "The Influence of Supervision and Workload on Employee Performance in the Government of South Sibolga District, Sibolga City".

## THEORETICAL FOUNDATION

According to Busro (2018:141) said that supervision is "The process of observing the implementation of all organizational activities to ensure that all the work being carried out is carried out in accordance with a predetermined plan, certain methods and improvement actions". Meanwhile, according to Hasibuan (2017:196) "Supervision is a real and effective action in realizing the discipline of company employees".

From all the opinions above, it can be stated that basically supervision is an activity that can be carried out at any time both during the management process and after it ends to find out the level of achievement of organizational goals.

According to Ma'rih (2017:23) states that "Workload is a process in determining the number of working hours of human resources that are used and needed to complete a job within a certain period of time".

Meanwhile, according to Vanchapo (2020:15) "Workload is a process or activity that must be completed immediately by a worker within a certain period of time".

By stating some of the definitions above, the author can conclude that workload is the extent to which the individual capacity of the worker is needed to complete the tasks assigned to him, which can be indicated from the amount of work that must be done, the time/time limit that the worker has in completing his tasks and the individual's subjective view of the work given to him.

According to Tarwaka (2017:131), the dimension of workload size is related to performance, namely:

- a. Time load indicates the amount of time available in planning, executing, and monitoring tasks or work.
- b. Mental effort *load* means a lot of mental effort in carrying out a job.
- c. Psychological *stress load* that indicates the level of job risk, confusion, and frustration.

According to Koesomowidjojo (2017:33), there are several indicators of workload, including:

1. Employment Conditions. Job conditions are how an employee understands the job well.
2. Use of working time. Working time in accordance with SOPs will certainly minimize employee workload.
3. Targets that must be achieved. The work targets set by the company will of course directly affect the workload received by employees.

According to Kasmir (2019:181) "Performance is the result of work and work behavior that has been achieved in completing tasks and responsibilities given in a certain period". Meanwhile, according to Afandi (2018:68) that "Performance is the willingness of a person or group of people to carry out activities or improve in accordance with their responsibilities with the expected results".

From several expert opinions, it can be concluded that employee performance is the result of work obtained by employees in an organization in order to achieve the goals desired by an organization and minimize losses.

The purpose of performance assessment is according to Sulistiyani and Rosidah (2017:224) as follows:

1. To find out the goals and objectives of management and employees
2. Motivate employees to improve their performance
3. Distributing rewards from organizations/agencies which can be in the form of additional salaries/wages, promotions and others
4. Conduct personnel management research

Meanwhile, according to Hamali (2018:120), the objectives of performance appraisal are as follows:

1. Payroll administration
2. Performance feedback
3. Identification of individual strengths and weaknesses
4. Document employee decisions
5. Appreciation for individual performance
6. Identify poor performance
7. Helps in identifying goals
8. Setting the promotion decision
9. Employee layoffs
10. Evaluate goal achievement

## **RESEARCH METHODOLOGY**

### **Types of Research**

The type of research used in this study is a quantitative research method with a descriptive approach.

### **Place and Time of Research**

This research was carried out at the South Sibolga District Government, Sibolga City, which is located at Jalan Sisingamangaraja No. 350, South Sibolga District, Sibolga City, North Sumatra Province. The time for this research was carried out from April 2025 to June 2025.

### Population and Sample

For this study, the research population was 64 (sixty-four) people in the South Sibolga District Government, Sibolga City, consisting of 36 (thirty-six) Civil Servants, 4 (four) PPPK people, and 24 (twenty-four) Auxiliary Workers. Because the population is less than 100 people, the entire population is used in this research sample, which is 64 (sixty-four) people.

### Data Types and Sources

The type of data used in this study is quantitative data.

In this study, the author used two data sources, namely:

- a. Primary data sources are data sources that directly provide data to data collectors (Sugiyono, 2017:137). The primary data source in this study is employees in the South Sibolga District Government, Sibolga City.
- b. Secondary data sources are sources that do not directly provide data to data collectors (Sugiyono, 2017:193). This means that the source of research data is obtained through intermediary media or indirectly in the form of notebooks, existing evidence or archives, both published and unpublished. In this study, the data needed was taken from documentation at the South Sibolga District Government, Sibolga City.

### Data collection techniques

The data collection techniques used by the author in this study are as follows:

- a. Literature Study, which is by studying various reading sources that are closely related to research problems, both in the form of scientific books and laws and regulations.
- b. Field Study, namely by collecting data directly from the research location which is carried out by:
  1. Observations  
It is by conducting direct research on the object being discussed in order to obtain data.
  2. Interview  
A way of collecting data by holding face-to-face questions and answers with parties who can provide information about Supervision, Workload and Employee Performance which are research factors.
  3. Questionnaire  
It is a data collection technique by submitting a written question instrument to the respondent which must be answered by the respondent in writing.

### Data Analysis Techniques

The formulation of the problem in the study will be analyzed using multiple *regression analysis* with the following stages, namely Validity Test, Reliability Test, Data Normality Test. Multicollinearity test, correlation coefficient analysis, heteroscedasticity test, determination coefficient test, simultaneous test (f test), partial test (t test).

## RESULTS OF RESEARCH AND DISCUSSION

### Research Results

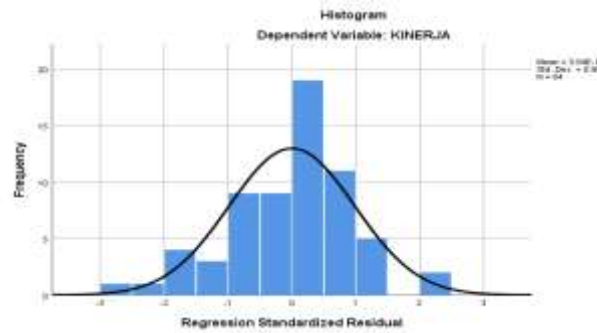
#### Classic Assumption Test

##### a. Data Normality Test

The normality test aims to find out whether a data follows or approaches the normal distribution, which is the distribution of data in the shape of a bell. Good data is data that has a pattern like normal distribution, that is, the distribution of the data does not tilt to the left or right. Test normality using the graph approach and *the Kolmogorov-Smirnov* approach.

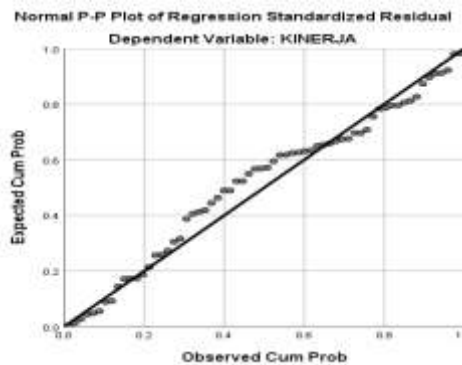
##### 1. Chart Analysis

The results of the normality test can be seen as shown in Figure 1.1



**Figure 1.** Histogram Graph of Monitoring Variables, Workload, and Employee Performance  
 Source : Research Results, 2025 (Data Processed)

Figure 1.1 shows the variable with a normal distribution. This is shown by the distribution of data that does not deviate to the left or to the right. The results of the analysis of the *P-Plot* chart of the normality test can be seen in Figure 1.2.



**Figure 2** Normal Graph P-P Regression Plot Standard Residue  
 Source : Research Results, 2025 (Data Processed)

In Figure 1.2 *P-P the plot* shows that the points are spread around the diagonal line and follow the diagonal line, so it can be concluded that the data obtained is normally distributed.

**2. Statistical Analysis**

One of the statistical tests to test normality is the *Kolmogorov Smirnov* (K-S) statistical test. This test is carried out by making a hypothesis: If the probability (Asymp. Sig) below 0.05 then  $H_a$  is rejected meaning that the residual data is not normally distributed, if the probability is above 0.05 it means that the residual data is normally distributed. The results of the *Kolmogorov Smirnov* test can be seen in Table 1.1.

**Table 1.** Kolmogrov-Smirnov Normality Test Results Variables of Supervision, Workload and Employee Performance

<b>Kolmogorov-Smirnov Test One Sample</b>		Non-Standard Residue
N		64
Normal Parameters <sup>a,b</sup>	Means	.0000000
	Deviation hours	4.99489616
The Most Extreme Differences	Absolute	.101
	Positive	.060

	Negatives	-.101
Test Statistics		.101
Asymp. Sig. (2 Oaks)		.099c

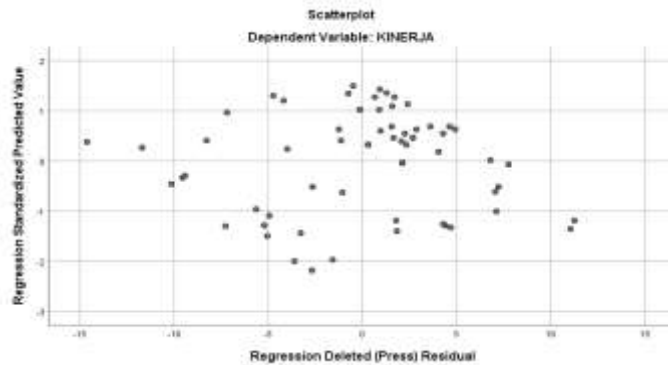
- a. The distribution of the test is Normal.
- b. Calculated from data.
- c. Correction of Signifi cover Lilliefors.
- d. This is the lower limit of true significance.

Source : Research Results, 2025 (SPSS26)

Based on the table above, it can be seen that Asymp. A sig of 0.099 > a probability of 0.05 which means that the two variable data are normally distributed.

**b. Heteroscedasticity Test**

The Heteroscedasticity test is used to determine whether or not there is a deviation from the classical assumption of Heteroscedasticity, namely the existence of variance from residual variance for all observations in the regression model. The prerequisite that must be met in the regression model is the absence of symptoms of heteroscedasticity.



**Figure 3** Heteroscedasticity Test Results  
Source : Research Results, 2025 (SPSS26)

Based on Figure 1.3 above, it can be seen that the dots are scattered randomly and scattered both above and below the zero on the Y axis, so it can be concluded that there is no problem of Heteroscedasticity.

**c. Multicollinearity Test**

The multicollinearity test aims to test whether there is a correlation between independent variables in the regression model. A good regression model is a regression model that does not correlate between independent variables. In this study, to detect the presence or absence of multicollinearity in a regression model, it can be seen from the value of tolerance and its opponent, namely the Variance Inflation Factor (VIF).

**Table 4** Multicollinearity Test Results  
**Coefficients**

Models	Non-Standard Coefficients		Standard Coefficients	t	Sig.	Colinearity Statistics	
	B	Std. Error	Beta version			Tolerance	LIVE
1 (Constant)	5.357	4.629		1.157	.252		
Supervision	.343	.116	.308	2.950	.004	.764	1.309
Workload	.549	.116	.497	4.750	.000	.764	1.309

a. Dependent Variable: Employee Performance

Source : Research Results, 2025 (SPSS26)

Based on the table above, it can be concluded that the tolerance values for each variable (Supervision and Workload) are 0.764 and 0.764. The VIF values for each of these variables were 1.309 and 1.309. Based on the above results, the calculation of the tolerance value is more than 0.10 and the VIF value does not exceed 10. The results can be concluded that there is no multicollinearity in all variables in the regression model.

### Correlation Coefficient Analysis

To find out if there is a correlation between Supervision (variable X1) and Workload (variable X2) with Employee Performance (variable Y), the values from the table mentioned above can be entered into the SPSS V26 Program, with the results as shown in Table 1.5.

**Table 5.** Output Correlation Coefficient  
**Correlation**

		Supervisio n	Workload	Employee Performance
Supervisio n	Pearson Correlation	1	.486**	.550**
	Sig. (2-tailed)		.000	.000
	N	64	64	64
Workload	Pearson Correlation	.486**	1	.646**
	Sig. (2-tailed)	.000		.000
	N	64	64	64
Employee Performanc e	Pearson Correlation	.550**	.646**	1
	Sig. (2-tailed)	.000	.000	
	N	64	64	64

\*\* . The correlation was significant at the level of 0.01 (2-tailed).

Source : Research Results, 2025 (SPSS26)

Based on Table 1.5, it can be seen that there is a moderate and positive relationship between Supervision (X1) and Employee Performance (Y) of 0.550 and the relationship between Workload (X2) and Employee Performance (Y) of 0.646.

Based on Table 4.21 mentioned above, the correlation coefficient found between Supervision and Employee Performance of 0.550 is in the medium category, while the correlation between Workload and Employee Performance of 0.646 is categorized as strong. So there is a moderate relationship between Supervision (X1) and a strong relationship between Workload (X2) and Employee Performance (Y) in the South Sibolga District Government, Sibolga City.

### Coefficient Determination Analysis

Furthermore, to find out the magnitude of the influence of Supervision and Workload on Employee Performance in the Government of South Sibolga District, Sibolga City, can be seen in Table 1.6

**Table 6** Output Coefficient of Determination  
**Model<sup>b</sup> Summary**

Model s	R	R Square	Customi zed R Box	Std. Estimation Error	Durbin- Watson
1	.700a	.491	.474	5.07612	2.069

a. Predictors: (Constant), Workload, Supervision

b. Dependent Variable: Employee Performance

Source : Research Results, 2025 (SPSS26)

Based on the calculation above, a determination coefficient of 0.491 can be obtained, this means that what happens in the bound variation of Employee Performance (Variable Y) 49.1% is determined by the independent variables of Supervision (Variable X1) and Workload (Variable X2) simultaneously and the remaining 50.9% is determined by other factors that are not discussed in this study.

**Multiple Linear Regression Analysis**

Furthermore, to find out the significant influence between the variables X1, X2 and Y, it was carried out by multiple linear regression calculation as follows:  $Y = a + b1X1 + b2X2$

**Table 7** Multiple Linear Regression Coefficient Output  
**Coefficients**

Models	Non-Standard Coefficients		Standard Coefficient s	t	Sig.	Colinearity Statistics	
	B	Std. Error	Beta version			Tolerance	VIF
1 (Constant)	5.357	4.629		1.157	.252		
Supervision	.343	.116	.308	2.950	.004	.764	1.309
Workload	.549	.116	.497	4.750	.000	.764	1.309

a. Dependent Variable: Employee Performance

Source : Research Results, 2025 (SPSS26)

Based on Table 1.7 above, the regression equation  $Y = 5.357 + 0.343 X1 + 0.549 X2$  is obtained, this can be interpreted as follows:

1. The value of the regression constant of 5.357 shows that in Supervision, Workload, with constant conditions or  $X = 0$ , the Performance of Employees in the Government of South Sibolga District, Sibolga City is 5.357.
2. Supervision (Variable X1) has a regression coefficient of 0.343, having a positive effect on Employee Performance (Variable Y). This means that if the Supervision (Variable X1) increases assuming that other variables are constant, then it can improve the Performance of Employees in the South Sibolga District Government, Sibolga City.
3. Workload (Variable X2) with a regression coefficient of 0.549, has a positive effect on Employee Performance (Variable Y). This means that if the workload (Variable X2) increases assuming other variables are constant, then it can improve Employee Performance in the South Sibolga District Government, Sibolga City.

**Test Hypothesis**

**a. T Test (Partial Test)**

In the T Test (Partial Test) it is carried out to determine the Influence of Supervision and Workload individually or partially on Employee Performance in the South Sibolga District Government, Sibolga City, so that the results can be seen in Table 1.8.

**Table 1.8**  
**T Test Results (Partial Test)**  
**Coefficients**

Models	Non-Standard Coefficients		Standard Coefficient s	t	Sig.	Colinearity Statistics	
	B	Std. Error	Beta version			Tolerance	VIF
1 (Constant)	5.357	4.629		1.157	.252		

Supervision	.343	.116	.308	2.950	.004	.764	1.309
Workload	.549	.116	.497	4.750	.000	.764	1.309

a. Dependent Variable: Employee Performance

Source : Research Results, 2025 (SPSS26)

Based on Table 1.8 above, it can be explained each of the effects of Supervision and Workload individually or partially on Employee Performance in the South Sibolga District Government, Sibolga City and the results are as follows:

**1. Supervision Variables**

- a) From conventional testing, it was found that at the error level  $\alpha = 0.05$  (single-sided test) with  $df = 64 - 2$  it is known that  $t \text{ table} = 1.66980$  and  $t \text{ count} = 2.950$ . Because  $t \text{ calculates} > t \text{ table}$ , the Supervision variable (X1) affects the Performance of Employees (Y) in the South Sibolga District Government, Sibolga City.
- b) From the SPSS test, namely by looking at the probability of significance (P-value) = 0.004 less than 0.05,  $H_0$  was rejected,  $H_a$  was accepted so that it can be said that the Supervision variable has a positive and significant effect on the Performance of Employees in the Government of South Sibolga District, Sibolga City, thus the hypothesis proposed is proven and can be accepted as true.

**2. Workload Variables**

- a) From conventional testing, it was found that at the error level  $\alpha = 0.05$  with  $df = 62$  (64 - 2) it is known that  $t \text{ table} = 1.66980$  and  $t \text{ count} = 4.750$ . Because  $t \text{ calculates} > t \text{ table}$ , the Workload variable (X2) affects the Performance of Employees in the South Sibolga District Government, Sibolga City.
- b) From the results of the SPSS test, namely by looking at the probability of significance (P-value) = 0.000 less than 5%, it can be said that the Workload variable has a positive and significant effect on Employee Performance in the South Sibolga District Government, Sibolga City.

**b. F Test (Anova Test)**

In Test F (Anova Test) it is carried out to find out or explain whether the Influence of Supervision and Workload jointly or simultaneously on Employee Performance in the Government of South Sibolga District, Sibolga City, so that the results can be seen in Table 4.25.

**Table 9.** Results of the F Test (Anova Test)

		NEW ERA				
Models		Number of boxes	df	Square Average	F	Let's say.
1	Back	1513.214	2	756.607	29.363	000b
	Rest	1571.786	61	25.767		
	Quantity	3085.000	63			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Workload, Supervision

Source : Research Results, 2025 (SPSS26)

Based on Table 1.9 above, the Effect of Supervision and Workload jointly or simultaneously on Employee Performance in the South Sibolga District Government of Sibolga City can be explained and the results are as follows:

- a. From the results of the conventional test at the real level = 0.05 with  $df_1 = 2$  and  $df_2 = 61$  (obtained from the results  $df, (n-k-1) = (64-2-1) = 61$  known  $F \text{ table} = 3.15$  and  $F \text{ calculation} = 29.363$ . Because  $F \text{ calculates} > F \text{ table}$ ,  $H_0$  is rejected, and  $H_a$  is accepted so that Supervision

and Workload affect Employee Performance in the South Sibolga District Government, Sibolga City.

- b. From the results of the SPSS test , namely by looking at the probability of its significance (P-value) = 0.000 or 0% less than 5%, so it can be said that the variables of Supervision and Workload have a positive and significant effect on Employee Performance in the South Sibolga District Government, Sibolga City.

## DISCUSSION

### **The Effect of Supervision on the Performance of Government Employees of South Sibolga District, Sibolga City**

Based on the results of the study, it shows that the influence of Supervision on Employee Performance in the South Sibolga District Government, Sibolga City, which has been carried out, turns out to have a significant influence on Supervision on Employee Performance. With the T test carried out, it gave the result that the t-value of the table  $> t (2.950 > 1.66980)$  with a significant level of 0.004 or less than 5%, then  $H_0$  was rejected and  $H_a$  was accepted, which means that the hypothesis proposed by Supervision has a positive and significant effect on the Performance of Employees in the Government of South Sibolga District, Sibolga City, thus the hypothesis proposed is proven and can be accepted as true.

Based on the results of the study, it shows that the Supervision variable has a positive and significant effect on the performance of Employees of the One-Stop Manunggal Administration System of Gowa Regency as evidenced by the results of the t-calculation test  $= 3,668 > t$  table 2,036 and a significant value of  $0.001 < 0.05$ . The variable workload has a positive and insignificant effect on the performance of employees of the One-Stop Manunggal Administration System of Gowa Regency as evidenced by the results of the t-calculation test  $= 0.583 < t$  table 2.036 and a significant s value of  $0.564 > 0.05$ . So it can be concluded that  $H_1$  is accepted  $H_2$ .

### **The Effect of Workload on the Performance of Government Employees of South Sibolga District, Sibolga City**

Based on the results of the study, it shows that the influence of Workload on Employee Performance in the South Sibolga District Government, Sibolga City, which has been carried out, it turns out that there is a significant influence of Workload on Employee Performance. With the T test carried out, it gives the result that the t-value of the table  $> t (4.750 > 1.66980)$  with a significant level of 0.000 or less than 5%, then  $H_0$  is rejected and  $H_a$  is accepted, which means that the hypothesis proposed by the workload has a positive and significant effect on the performance of employees in the South Sibolga District Government, Sibolga City, thus the hypothesis proposed is proven and can be accepted as true.

Based on the results of the study, it can be concluded that there is a significant influence of workload on employee performance at the Medan Perjuangan Sub-district Office. There is a significant influence of supervision on employee performance at the Medan Perjuangan Sub-district Office. Simultaneously, there is a significant influence between workload and supervision on employee performance at the Medan Perjuangan Sub-district Office.

### **The Effect of Supervision and Workload on Employee Performance in the Government of South Sibolga District, Sibolga City**

Based on the results of the analysis in this study, which shows that the variables of Supervision (Variable X1) and Workload (Variable X2) affect Employee Performance (Variable Y). This result can be seen from the values of F of the table  $= 3.15$  and F calculation  $= 29.363$ . Because F calculates  $> F$  table with a significant  $0.000 < 0.05$ ,  $H_0$  is rejected and  $H_a$  is accepted, which means that the hypothesis proposed by Supervision and Workload has a positive and significant effect on the Performance of Employees in the South Sibolga District Government, Sibolga City, thus the hypothesis proposed is proven and can be accepted as true.

Based on the results of the study, it shows that the Supervision variable has a positive and significant effect on the performance of Employees of the One-Stop Manunggal Administration System of Gowa Regency as evidenced by the results of the t-calculation test = 3,668 > t table 2,036 and a significant value of 0.001 < 0.05. The variable workload has a positive and insignificant effect on the performance of employees of the One-Stop Manunggal Administration System of Gowa Regency as evidenced by the results of the t-calculation test = 0.583 < t table 2.036 and a significant s value of 0.564 > 0.05. So it can be concluded that H1 is accepted H2.

## CONCLUSION

From the results of this study and based on the results of the description in the previous chapter, the researcher can provide the following conclusions and suggestions:

1. The results of the validity test conducted showed that the corrected value of the total correlation item was above the critical r value of 0.30, which means that all question items of the two variables were declared valid so that they qualified as a measurement tool for the variables of Supervision, Workload and Employee Performance.
2. The results of the reliability test showed that *the Cronbach Alpha* value obtained was above 0.60, so that all measuring instruments used were declared *reliable* and met the reliable requirements.
3. Based on the correlation coefficient, the results obtained are that there is a relationship between Supervision (X1) and Employee Performance of 0.550 and the relationship between Workload and Employee Performance of 0.646, then the correlation coefficient found between Supervision and Employee Performance of 0.550 is included in the medium category, while the correlation between Workload and Employee Performance of 0.646 is categorized as strong. So there is a positive relationship between Supervision (X1), Workload (X2) and Employee Performance in the South Sibolga District Government, Sibolga City.
4. Based on the analysis of the Coefficient of Determination obtained of 0.491, this means that what occurs in the variation of the variable bound to Employee Performance (Variable Y) 49.1% is determined by the independent variables of Supervision (Variable X1) and Workload (Variable X2) simultaneously and the remaining 50.9% is determined by other factors that are not discussed in this study.
5. From the results of testing the hypothesis of this study, it proves that Supervision (Variable X1) affects Employee Performance (Variable Y). This result can be seen from the value of the table  $t = 1.66980$  and  $t \text{ count} = 2.950$ . Because  $t \text{ calculates} > t \text{ table}$  with a significant  $0.004 < 0.05$ , the results of this hypothesis can state that Supervision (Variable X1) has a significant effect on Employee Performance (Variable Y). Thus, the results of the first hypothesis (H1) which states that there is an influence of supervision on employee performance in the South Sibolga District Government, Sibolga City, is proven and acceptable.
6. From the results of testing the hypothesis of this study, it proves that Workload (Variable X2) affects Employee Performance (Variable Y). This result can be seen from the value of the table  $t = 1.66980$  and  $t \text{ calculation} = 4.750$ . Because  $t \text{ calculates} > t \text{ table}$  with a significant  $0.000 < 0.05$ , the result of this hypothesis can state that the Workload (Variable X2) has a significant effect on Employee Performance (Variable Y). Thus, the results of the second hypothesis (H2) which states that there is an Influence of Workload on Employee Performance in the South Sibolga District Government, Sibolga City, is proven and acceptable.
7. From the results of hypothesis testing (F), this study proves that Supervision (Variable X1) and Workload (Variable X2) affect Employee Performance (Variable Y). So it can be said that with the provision of good supervision and with the workload in the South Sibolga District Government, Sibolga City, the performance of employees will increase. This result can be seen from the values of F of the table = 3.15 and  $F \text{ calculation} = 29.363$ . Because  $F \text{ calculates} > F \text{ table}$  with a significant  $0.000 < 0.05$ , the results of this hypothesis can state that

Supervision and Workload have a significant effect together or simultaneously on Employee Performance in the Government of South Sibolga District, Sibolga City. Thus, the results of the third hypothesis (H3) which states that there is an Influence of Supervision and Workload on Employee Performance in the South Sibolga District Government, Sibolga City, is proven and acceptable.

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