# ABSTRAK

Penelitian ini bermaksud dapat melihat dan menganalisis pengaruh beban kerja dan motivasi kerja terhadap kinerja pegawai pada bagian admnistrasi kepegawaian Rumah Sakit TNI-AL Dr.Oepomo Surabaya. Penelitian tersebut memakai metode kuantitatif. Pegawai bidang administrasi administrasi kepegawaian Rumah Sakit TNI-AL Dr.Oepomo  Surabaya dijadikan sebagai populasi dan teknik pengambilan sampel menngunakan teknik Non Probability Sampling sebanyak 60 pegawai. Metode analisa data yang digunakan yakni Analisis Regresi Linier Berganda, Uji Instrumen, dan Uji Asumsi Klasik. Hasil penelitian menjelaskan bahwa variabel penelitian secara parsial menunjukkan bahwa memiliki pengaruh terhadap kinerja pegawai. Hasil Uji F menjelaskan bahwa beban kerja dan motivasi kerja bersama sama memiliki pengaruh terhadap kinerja pegawai yang berada dibidang administrasi kepegawaian Rumah Sakit TNI-AL Dr.Oepomo Surabaya.

Kata kunci: Beban Kerja, Motivasi Kerja, Kinerja

# ABSTRACT

This study intends to see and analyze the effect of workload and work motivation on employee performance in the personnel administration section of the Dr.Oepomo TNI-AL Hospital Surabaya. The research uses quantitative methods. Employees in the field of personnel administration at the Dr.Oepomo TNI-AL Hospital Surabaya were used as the population and the sampling technique used the Non-Probability Sampling technique as many as 60 employees. The data analysis method used is Multiple Linear Regression Analysis, Instrument Test, and Classical Assumption Test. The results of the study explain that the research variables partially show that they have an influence on employee performance. The results of the F test explain that workload and motivation to work together have an influence on the performance of employees in the field of personnel administration at the Dr.Oepomo TNI-AL Hospital, Surabaya.

Keywords: Workload, Work Motivation, Performance