

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kemampuan kerja dan beban kerja terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel mediasi pada PT Semen Indonesia Logistik Gresik. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Populasi penelitian adalah karyawan PT Semen Indonesia Logistik Gresik dengan sampel sebanyak 102 responden yang dipilih menggunakan teknik *proportional random sampling*. Data dikumpulkan melalui penyebaran kuesioner dan dianalisis menggunakan metode *Partial Least Squares Structural Equation Modeling* (PLS-SEM). Hasil penelitian menunjukkan bahwa kemampuan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja serta kinerja karyawan. Sebaliknya, beban kerja berpengaruh negatif dan signifikan terhadap kepuasan kerja dan kinerja karyawan. Kepuasan kerja juga terbukti berpengaruh positif dan signifikan terhadap kinerja karyawan. Selain itu, kepuasan kerja mampu memediasi secara parsial pengaruh kemampuan kerja terhadap kinerja karyawan serta memediasi secara parsial pengaruh beban kerja terhadap kinerja karyawan. Temuan ini menunjukkan bahwa peningkatan kemampuan kerja dan pengelolaan beban kerja yang proporsional dapat meningkatkan kepuasan kerja dan kinerja karyawan. Oleh karena itu, perusahaan perlu memperkuat program pengembangan kompetensi serta melakukan pengelolaan beban kerja secara efektif guna mendukung peningkatan kinerja karyawan.

Kata Kunci: Kemampuan Kerja, Beban Kerja, Kepuasan Kerja, Kinerja Karyawan

ABSTRACT

This study aims to analyze the effect of work ability and workload on employee performance, with job satisfaction serving as a mediating variable at PT Semen Indonesia Logistik Gresik. A quantitative approach with a survey method was employed. The population consisted of employees of PT Semen Indonesia Logistik Gresik, with a sample of 102 respondents selected using proportional random sampling. Data were collected through questionnaires and analyzed using the Partial Least Squares Structural Equation Modeling (PLS-SEM) method. The results indicate that work ability has a positive and significant effect on both job satisfaction and employee performance. Conversely, workload has a negative and significant effect on job satisfaction and employee performance. Job satisfaction was also found to have a positive and significant effect on employee performance. Furthermore, job satisfaction partially mediates the relationship between work ability and employee performance, as well as the relationship between workload and employee performance. These findings suggest that improving employees' work abilities and managing workloads appropriately can enhance job satisfaction and employee performance. Therefore, companies should strengthen competency development programs and implement effective workload management strategies to support improved employee performance.

Keywords: Work Ability, Workload, Job Satisfaction, Employee Performance.