

## ABSTRACT

### THE INFLUENCES OF WORKLOAD AND FINANCIAL COMPENSATION ON EMPLOYEES' PERFORMANCES AT PT. MASA KINI MANDIRI (*LAMPUNG POST*)

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This study aimed to find the influence of workload and financial compensation on employees' performances at PT Masa Kini Mandiri (East Lampung). A quantitative research approach was used as well as data sources from field research. The population consisted of all permanent employees of PT. Masa Kini Mandiri (Lampung Post), in total of 57 respondents. The sampling method used was non-probability sampling with a saturated sampling technique. Instrument testing involved validity and reliability tests. Data analysis requirements were assessed using normality and multicollinearity tests. Further, the analytical method in this research was multiple linear regression, with hypothesis testing conducted using t-tests and F-tests. The results showed that workload significantly influenced employees' performances at PT. Masa Kini Mandiri (Lampung Post), meanwhile, financial compensation did not. Nonetheless, workload and financial compensation had significant influences on employees' performances at PT Masa Kini Mandiri (Lampung Post).

**Keywords:** Workload, Financial Compensation, Employees' Performances, Newspaper

