HUMANIS

Analysis of Employeed Workload in Lectures at Suryadarma University

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Abstract; This study aims to analyze the impact of workload and work stress on job satisfaction with the motivation of a solution to the intervention. writing aims to measure the workload of employees while studying at Marshal Suryadarma University, while being a student regarding activities in the Master of Management Postgraduate Education Study Program. The form of this writing is quantitative correlational with a type of survey research. The sample in this study was 120 people using the Stratified Random Sampling technique. Data collection techniques use documentation and questionnaires. The data analysis technique uses descriptive analysis and simple correlation. The research results show that the workload of employees who are studying tends to have a very heavy burden in dealing with problems on campus. The performance of a lecturer at a university by several variabel. This research was conducted at Suryadarma University. The objective of the research was to find out effect of workload, working enviroment and compensation towards the performance of the lecturer. Data were collected by distributing questionnersires. It can be cocluded that workload, working enviroment and compensation had a significant effect it is suggested that the lecturers should be given opportunity to continue their study to a higher level. From the various definitions above, it can be takenConclusion, workload is the amount of workthat must be resolved by someone insidecertain period of time. Workload can be:physical and mental burden can be seen fromobjective angle and From the various definitions above, it can be taken Conclusion, workload is the amount of workthat must be resolved by someone inside certain period of time. Workload can be:physical and mental burden can be seen from objective and subjective angles.

Keywords: Workload; Motivation; Job Satisfaction

INTRODUCTION

The background to this article is that the burden received by every human being is a combination of physical and mental workload. One of the most prominent activities carried out compared to other activities is the impact of causing a combination of both workloads. A student definitely has an obligation to carry out the learning process which is said to be the dominant activity of his daily life. The load received must also be calculated to determine the

suitability of its capabilities. Excessive or even insufficient load can have an impact on the ineffectiveness of an existing organization.

Meanwhile, if you don't feel aware of the mental burden a person receives, it will cause work stress. Seeing this impact means that a university can always update the technology and applications used to help increase productivity in the learning process that students will receive. Become a student who always carries out the learning process which is the task and obligation of his daily activities that must be completed. Seeing the large number of tasks given will create pressure both internally and externally. Therefore, this research aims to carry out an analysis of the mental workload calculations for Suryadarma University students majoring in Masters. It is hoped that with this research, we can find out and improve the system or way of learning so that it does not impact the mental load. excessive to the point that it becomes a trigger for stress due to learning factors.

LITERATUR REVIEW

Based on the research background, the main problems that will be studied in this research can be formulated as workload, work stress and employee performance in the company. The influence of workload on employee performance in a company. The influence of work stress on employee performance in companies.

Formulation of the problem
The formulation of the problem in research should have consequences for the relevance of the research aims and objectives, usefulness, conceptual framework and research methods. Apart from being clear, the problem formulation must be described using approaches and concepts so that it can answer the problem being studied and prove the allegations or hypotheses that have been formulated. The problem formulation is in the form of a problem question

Considering the many factors that influence problems and the effects that occur as a result of a problem and the limited resources in research, the factors or effects to be studied need to be limited. The reasons for selecting or limiting factors/effects are because the selected factors/effects have never been studied or have been studied very rarely, research already exists but the results are incomplete or not sharp enough, or research results are still contradictory and inconsistent.

The problem formulation is prepared based on the factors/effects that have been selected in the problem definition. The problem formulation describes the variables to be studied. The problem formulation is written concretely in the form of research questions which will be proven in research. There are two approaches to formulating problems, namely formulations written in general (factors/concepts/constructs) and those written in more detail (variables to be studied).

Research purposes
The research objective is a follow-up to the research problem that has been formulated. Objectives include the steps of the research to be carried out. Goals should be described briefly and use positive words (such as: explore, describe, identify, etc.).

Benefits of Research
The benefits of research must be described briefly and clearly, showing the benefits for developing science, technology, the art of problem solving, institutional and professional development and public health. The benefits of research results are associated with personal benefits, practical benefits and theoretical benefits. Practical benefits are the implications of research results for policy, program improvement, solving ongoing and future program

problems. Theoretical benefits relate to its contribution to the development and refinement of existing science. As a reference for further research.

Theoretical Foundation

In this chapter, all the theories and concepts used to prepare the background, determine the problem, build a conceptual theoretical framework, determine research methods, and enrich the discussion of research results are systematically described in this chapter. The literature used as a reference or source consists of up-to-date text books and research journals. An adequate collection of literature will help researchers choose appropriate methods, carry out research, and develop arguments in discussions. References to libraries must be listed in the bibliography list. The literature taken comes from publications from at least the last 10 years for textbooks and the last 1 year for journals. In the case study, a systematic literature review of pregnant women who will receive midwifery care is described, in a coherent manner that describes continuity of care until the postpartum period, BBL and the need for family planning. The authors conducted an in-depth study of facts, theories, concepts or approaches to midwifery care for individuals and families. References can be obtained from various sources of information: textbooks, research journals, internet journals, reliable papers.

Theoretical framework is a scheme that explains a summary of the theoretical basis/concepts used in preparing a thesis. The theoretical framework used in a study is prepared from the results of a synthesis of literature reviews. The theoretical framework is a framework of thought used to answer research problems and objectives, besides that it is also used to formulate research hypotheses. The theoretical framework will help researchers connect findings with theory. The theoretical framework is depicted in schematic form with clear arrow directions.

Literature Study

Literature study is a required activity in research, especially academic research whose main aim is to develop theoretical aspects as well as aspects of practical benefit. Literature studies are carried out by each researcher with the main aim of finding a basis for obtaining and building a theoretical basis, framework of thinking, and determining temporary assumptions or also known as research hypotheses.

So that researchers can group, allocate, organize and use a variety of libraries in their field. By conducting literature studies, researchers have a broader and deeper understanding of the problem to be researched.

Carrying out this literature study is carried out by researchers after they have determined the research topic and determined the problem formulation, before they go into the field to collect the necessary data. The data used comes from textbooks, journals, scientific articles, literature reviews which contain the concepts studied.

Analysis

Starting with research results material that is considered sequentially from the most relevant, relevant, and quite relevant. Another way could be, for example, by looking at the research years starting from the most recent, and gradually going back to older years. Read the abstract of each study first to assess whether the problems discussed are in accordance with what is to be solved in the research.

In the discussion section, the researcher writes or expresses all the meaning of the findings that have been stated in the results and connects them to the problem formulation and hypothesis. In this chapter, what can be done is to compare these findings with previous findings to show whether the results strengthen, contradict or are not at all the same as previous (new) findings.

This section is the most important mastery in writing scientific papers, whether theses, dissertations, theses or KTI. This section shows the researcher's level of mastery of the development of science, paradigms, concepts and theories combined with research results. In an effort to answer research problems or research objectives, conclusions must be made explicitly according to the results obtained. Meanwhile, interpretation of research findings is carried out using logic and the underlying theories.

In the discussion it is also necessary to further explain the limitations and obstacles to the research carried out, which will become a basis for suggesting improvements for similar research in the futur

The last statemant students get a lot of knowledge, teaching methods and teaching expreience can be implemented in the world of work as a teacher University Suryadarma is beneficial that can be implemented in the world work as a teacher. In student motivation, the factor that influences students to participate in the university program are factor interinic (challenging, curiosity, developng self, improring self, learning new things, increasing soft and hard skills, being an intelligent student and exploring the reward, get appreciation.

More facilities in the learning process so that students who joint University Suryadarma can improve their motivation and english proficiency. According to the findings, students belive joining university suryadarma is very beneficial, useful, and worth it students provided an interpretation of each statement or question that was consistent with the goals of this study.

Acivities that are chellenging intellectualy and creatively fall under the category of academic challenge. Colleges and university suryadarma student sucsess by highlighting the velue of academic effort and holding students to a high standart of performance. Student learn more and participate more actively in the educational process when engage in active and collaborative learing.

Through interactions with lecturers inside and outside the classroom, students directly learn, think critically, and resolve real world issues. As a result, lecturers can serve as role models, mentors, and teachers to students who want to learn continuously. The academic program is improved byenhancing educational experiences connected to supplementary learning opportunities both inside and outside of the classroom. The final one is supportive,students learn important lessons about themselves and others via interactions with diversity. Student interest and involvement can improve academic outcomes.

Lecturers are one of the essential components in a university education system. The roles, duties and responsibilities of lecturers are very important in realizing educational goals national, namely to educate the life of the nation, improving the quality of Indonesian people, which includes the quality of faith/piety, noble morals, and mastery of science, technology, and art, as well as realizing Indonesian society advanced, just, prosperous and civilized. The competency of teaching staff, especially lecturers, is defined as a set of knowledge, skills and behaviors that must be possessed,
internalized, mastered and realized by the lecturer in carrying out their professional duties. These competencies include pedagogical competencies, personality competence, social competence and
professional competence. The main task of lecturers is to implement the tridharma of higher education with a workload commensurate with at least 12 (twelve) credits and a maximum of 16 (sixteen) credits in each semester according to qualifications academic.

Meanwhile, professors or professors are lecturer with the highest academic position at higher education unit and has duties specifically writing books and scientific works and

disseminating his ideas to enlighten society. Implementation of the main duties of lecturers This needs to be evaluated and reported periodically as a form of accountability for lecturers' performance to stakeholders. Lecturer competency determine the quality of implementation of the Tridharma of Higher Education as shown in the professional activities of lecturers. To ensure that the implementation of lecturers' duties is carried out in accordance with the criteria set out in the regulations.

RESEARCH METHODS

The sample research at Suryadarma University is as follows

$$n = \frac{N}{1 + N\, d^2}$$

n = lots of samples
N = population size
d = degree of trust (factor 10%)
so that ;
 n = 120 / 1+120 (0,1) = 9,23% ~10%
From the results of the calculation above, the amount The samples taken for this research were as much 12 students

Work environment
The work environment is very important for management to pay attention to. Despite the work environment does not carry out the production process in a company University, but the work environment has a direct influence on the lecturers who carry out the production process. A work environment that focuses on lecturers improve the performance. On the other hand, the environment inadequate work will be able to decrease performance. On the other hand, the work environment is not inadequate will reduce performance and ultimately reduce lecturer work motivation A working environmental condition is said to be good or appropriate if humans can carry it out optimal, healthy, safe and comfortable activities. The results of the suitability of the work environment can be seen over a long period of time. Further again the work environment is lacking Both can demand a lot of labor and time more and does not support obtaining it efficient work system design. Nitisemito (2000:183) defines the work environment as follows, "environment work is everything that is around you workers who can influence themselves deeply carry out assigned tasks"

"work environment is the totality of tools and materials faced, the surrounding environment in which a person works, work methods, and settings it works well as it is Hope to get compensation It's better to make a tendency someone teaches well. Compensation Good ones contain elements that have flavor justice, balance, harmony and fairness from both parties, namely between lecturers,
Universities and foundations

Learning activities carried out by lecturers during online learning has many obstacles and challenges, for example connection availability internet, limited use of technology, inadequate facilities and infrastructure adequate. Apart from that, lecturers have several complaints that will be felt when Online learning means staring at a laptop or cell phone screen for a long time for quite a long time, the network is unstable, causing connection loss amidst online learning, and minimal interaction between students and lecturers which causes misunderstandings in communication between the two. Activity

This involves quite a mental burden and human limitations accept the workload. Mental workload is often defined as interaction between task/work demands and human capabilities or resources owned. This is quite influential in the differences in capacity between people including skill level, physical fitness, nutritional status, gender, age, body size and the worker concerned

There is mental activity that occurs in the lecturer, thus triggering it the occurrence of overstress or understress, then measure the level indicators stress can also use several methods, one of which is using questionnaire adopted from the International Stress Management Association (ISMA), this questionnaire was created by the international stress management association consists of several. For each question, respondents only need to answer by ticking the "Yes" or "No" column according to the data or information experienced by respondents. This stress questionnaire assessment looks at the level of stress respondents were divided into 3 levels, namely mild, moderate and heavy

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