

## **ABSTRACT**

*This study aims to determine the effect of Workload and Extrinsic Motivation on Employee Performance conducted at PT Dirgantara Deli Trans. The type of research used is descriptive quantitative using primary data with data collection techniques using a questionnaire. The sample used in this study amounted to 16 employees who were taken from the entire population with a total of 16 employees of PT Dirgantara Deli Trans. The sampling technique in this study was Saturated Sampling, the data analysis method used Instrument Test (Validity and Reliability Test), Classical Assumption Test, Multiple Linear Regression Analysis, and Coefficient of Determination. The results of this study state that Workload (X1) affects employee performance by 27.9%, Extrinsic Motivation (X2) affects employee performance by 26.6%, Workload and Extrinsic Motivation simultaneously affect the performance of PT Dirgantara Deli Trans employees by 54.5%. Workload variables and extrinsic motivation contribute to employee performance, as indicated by the coefficient of determination ( $R^2$ ) of 0.545 or 54.5%. This value indicates that 54.5% of the variation in employee performance can be explained by the two independent variables.*

**Keywords: Workload, Extrinsic Motivation, Employee Performance**