The Influence of Workload, Burnout and Job Satisfaction on the Performance of Investigants in the Coordination and Supervision Function of Civil Servant Investigates (korwas PPNS)

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Abstract: In every organization, performance is important in determining how an organization progresses, to know whether the organization is moving forward or backward, or aims to achieve organizational goals. Individuals have high expectations of their organizational work, they want to develop and look for opportunities to realize their potential.The research method used in this research is quantitative with a survey approach to find out and see the effect of workload, burnout and job satisfaction on performance. The research sample was 134 peopleactive and passive personnel in an PPNS Korwas organization. Data collection using survey techniques. Data analysis in this study used the SPSS method with multiple linear regression tests. Research resultsthat the independent variable Workload partially has an influence on performance. Burnout independent variable partially and has no significant effect on performance. independent variable Job satisfaction partially and has a significant effect on performance.

Keyword: Workload, Burnout, Job Satisfaction and Performance

INTRODUCTION

Coordination, supervision, and direction of PPNS by investigators from the National Police, the PPNS Korwas function. Therefore, the duties and responsibilities of Polri investigators, the PPNS Korwas function, become difficult. Especially in the era of globalization and the era of the Industrial Revolution 4.0, along with the development of information technology, increasingly complex internal security threats and challenges emerged, including VUCA (Volatility/change that is very fast and vulnerable, Uncertainty/full of uncertainty, Complexity/complexity and Ambiguity /unclear changes). These conditions will affect all aspects of people's lives, including ideology, politics,

economy, socio-culture, defense and security of the State. The development of this strategic environment will have implications for the development of criminal acts handled by the police or PPNS.

In every organization, performance is important in determining how an organization progresses, to know whether the organization is moving forward or backward, or aims to achieve organizational goals. Individuals have high expectations of their organizational work, they want to develop and look for opportunities to realize their potential. However, if the organization does not create space to fulfill its potential and the reaction becomes frustrated, then dissatisfaction is caused by inadequate organizational commitment and job dissatisfaction, and thus often affects their level of performance. Investigator performance in the workplace is often described as a function of the employee's mental capacity, motivation, and role clarity. These performance elements, in turn, are often determined by personal characteristics, job design,

The weight of the investigator's work can lead to boredom, boredom, and fatigue. With so many reports coming in to the criminal police, especially in high-profile cases, investigators are showing signs of fatigue. Fatigue is basically caused by a lack of awareness of one's own limitations. The inability to overcome these limitations leads to frustration, conflict, anxiety, and abandonment of many tasks. One of the reasons for decreased workload performance is the need to run two or more tasks that need to be performed at the same time. The more demanding it is to perform these tasks, the lower the work output. a high workload handled by a small number of employees only causes a heavy workload, which in turn increases work stress. A supportive work environment not only helps HR manage stress, but also allows them to improve their performance. Workload is related to the ability to perform work tasks and can cause psychological pressure on subordinates. People react differently to workload. Some hugged him, while others showed frustration. Proper division of labor reduces the workload of members and allows members to focus more on their work to maximize their performance. Burnout leads to psychological strength and capacity for development and performance improvement by discovering the value of engagement, such as positive reinforcement, positive affect and emotion, Based on the possible causes, burnout is classified into three types: (1) personal burnout, which is related to subjective and/or personal problems, such as sleep disturbances; (2) Burnout related to work, which is associated with a bad working climate; and (3) fatigue related to patients. Based on the description above, it appears that there is still room to carry out very important research in the future, considering that research related to the performance of members of the Criminal Investigation Unit investigators at the National Police Headquarters is still very limited. This future research is very useful for the development of knowledge in the field of Polri human resources, especially for Bareskrim Polri investigators related to workload, burnout, job satisfaction, and investigator performance.

LITERATURE REVIEW
Performance
Haryono (2020)states that performance is the result of business relationships, skills, and role perceptions. Effort is the result of Workload, ie. Physical and mental energy expended by individuals in carrying out their duties.

Performance Dimensions and Indicators
According to Busro (2018) in the journalSiregar (2021)there are three dimensions and indicators of member performance, as follows:
1. Work Results, quality and quantity of work.
2. Employee attitude, discipline, initiative and thoroughness in work
3. Personality, attitude of honesty and creativity in work.

Workload

According to the definition of Tarwaka(Fauzi & Akbar, 2020), Workload can be interpreted as the difference between the ability or ability of a worker with the requirements of the work to be done. Because human work is both mental and physical, and everyone has different levels of stress. Too high a load level can lead to excessive energy consumption and stress, while too low a load level can lead to boredom, boredom or lack of work.

Burnout

At this time the Burnout implementation procedure is not in accordance with the acceptance of fatigue felt by someone. Companies need to evaluate the effectiveness of the Burnout level in the long term in order to reduce the negative behavior of members. If the effectiveness of the Burnout level is carried out then it can reduce the level of workload and work stress on members. In research conducted byZaid (2019)There are three dimensions of Burnout, as follows:

1. Emotional Burnout

   According to Maslach (2001) Emotional exhaustion is the main characteristic when someone already feels exhausted. Emotional exhaustion is the first stage of burnout and is known as feeling overly tired of a person or work. This phase is usually marked by the appearance of headaches, fear, nervousness, fatigue, emotional disturbances and so on.

2. Depersonalization

   This phase is related to a person's negative response to the conditions of his work, giving rise to negative views, feelings of not being accepted, and finally creating a gap between individual members and their duties.

3. Decreased Personal Achievement

   This last phase is the lack of one's personal talents or abilities, this is the stage where members really feel very tired and require clinical treatment in the hospital. This phase consists of two aspects, namely the ability to work and the achievement of one's work. In general, someone who is in this phase will feel dissatisfied with his job, feel hopeless, reduce self-confidence and make self-ability diminish.

Job Satisfaction

According to(Bus & Reviews, 2019), Key elements of job satisfaction include respect and honor for all employees, rewards/benefits, compensation, and job security. These contributors form the basis for high satisfaction. Ensuring these elements can lead to a more stable and mature organization. Those who were highly satisfied with their jobs had positive feelings about their jobs, while those who were dissatisfied had negative feelings about their jobs. When people talk about their attitude toward their job, they are usually referring to job satisfaction. In fact, the two terms are often used interchangeably. Job satisfaction can be defined as the attitude of an employee towards the company or company, his work,

Based on the description above, it appears that there is still room to conduct very important research in the future, bearing in mind that research related to the performance of members of the Criminal Investigation Police investigators is still very limited. This future research is very useful for the development of knowledge in the field of Polri human resources, especially for Bareskrim Polri investigators related to workload, burnout, job satisfaction, and investigator performance.

Based on the background of the problem*above, the title of the thesis to be compiled raises the issue of "Influence* Workload, Burnout and Job Satisfaction on the Performance of the National Police in the PPNS Monitoring Function**"**

Based on the research limitations that have been described, in this study the formulation of the research problem is as follows:
1. Does the workload have an influence on the performance of the National Police Investigators in the PPNS Function?
2. Does Burnout have an influence on the performance of Police Investigators in the Civil Service Supervisory Function of PPNS?
3. Does Job Satisfaction have an influence on the performance of Police Investigators in the Civil Service Supervisory Function of PPNS?
4. Do Workload, Burnout and Job Satisfaction simultaneously affect performance?

Framework Of Thinking
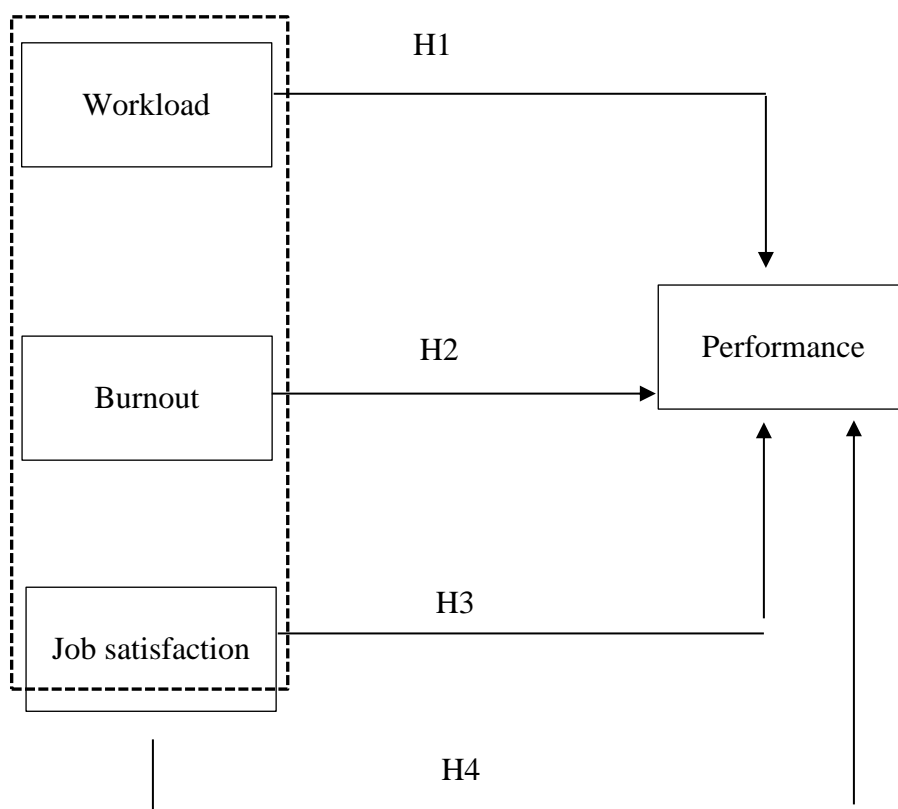
RESEARCH HYPOTHESIS

Based on the theoretical studies and framework above, the hypotheses in this study are as follows:

H1   :   It is suspected that the workload has an influence on the performance of the Investigators of the National Police, the Korwas PPNS Function

H2   :   It is suspected that Burnout has had an effect on the performance of the National Police Investigators in the Civil Service Supervisory Function of PPNS

H3   :   It is suspected that job satisfaction has an effect on the performance of Police Investigators in the Civil Service Supervisory Function of PPNS

H4   :   Allegedly Workload, Burnout, Job Satisfaction simultaneously affect the performance of Police Investigators in the PPNS Supervisory Function.

RESEARCH METHODOLOGY

The research method used is a causal survey quantitative method, where the variables used in this study include 3 (three) independent variables namely workload, burnout and job satisfaction, while the dependent variable is performance. The object of research in this study is workload, burnout and job satisfaction and performance. The research subjects were investigators at the PPNS Supervisory Board Function.

Population And Research Sample

The population in this study were all investigators. The sample in this study is part of the law enforcement investigators from the population. The target group that can be reached is Polri Investigators, Korwas PPNS Function (central and regional) with a total of 201 members. In this case the authors conducted a sample using a non-probability sampling technique, namely purposive sampling. Purposive sampling is a sampling technique for data sources with certain considerations.(Sugiyono, 2015), so that the research that the author is researching uses a porposive sampling of the organization's population. As described (Sugiyono, 2015) in his book entitled Management Research Methodology. The sample itself was taken from:
1. Permanent member of Korwas Function Investigator
2. Korwas Function Investigator who has worked for at least 5 years

From the results of data collection, the number of samples obtained was 134 people, while for the test instrument there were 30 people to test the validity and reliability instruments used in data collection. The sample was selected based on the consideration that the sampling unit or element would be able to help answer the research questions being carried out in consideration of several types of respondents. This is because not all investigators/personnel have different duties and functions. In non-probability, we can group active and passive personnel in an PPNS Korwas organization to achieve the main performance or tasks given by the PPNS Korwas.

Research Instruments

This study tested two variables, namely the independent variable and the dependent variable. The independent variables in this study are workload, burnout, and job satisfaction, while the dependent variable is performance. In addition, the tools for each research variable are as follows:

Performance Instruments

Tabel 1. Performance Instruments

NO	Variable	Dimensions	Indicator
1.	Performance Busro (2018) in(Siregar, 2021)	Work Results (Y1.1)	Quality and quantity of work
		Employee Attitude (Y1.2)	Discipline, initiative and thoroughness in work
		Personality (Y1.3)	Attitude of honesty and creativity in work

Workload Instrument

Tabel 2. Workload Instrument

NO	Variable	Dimensions	Indicator
1.	Workload Edi Siregar (2021)	*Load Time*(X1.1)	Working time and rest time used by members
		Mental Effect Load(X1.2)	Responsibilities, complexity of work and activities at work
		Psychological Stress Burden(X1.3)	Level of work risk, confusion and

NO	Variable	Dimensions	Indicator
			frustration when carrying out work

Burnout Instrument

Tabel 3. Burnout Instrument

NO	Variable	Dimensions	Indicator
1.	*Burnout* Zaid (2019)	Emotional Exhaustion (X2.1)	Excessive feeling of tiredness towards work
		Depersonalization (X2.2)	Negative views, feelings of disapproval of work
		Decrease in Personal Achievement (X2.3)	Feeling dissatisfied with his job, feeling hopeless, lowering self-confidence and making self-ability diminish.

Job Satisfaction Instrument

Tabel 4. Job Satisfaction Instrument

NO	Variable	Dimensions	Indicator
1.	Job satisfaction (Colquitt et al., 2015)	The job itself (X3.1)	a) Job responsibilities, b) Interest in work c) Growth in work
		Quality of supervisor (X3.2)	a) Quality of technical supervision assistance and social support
		Relations with colleagues (X3.3)	a) Social relations with colleagues b) Respect
		Promotion opportunity (X3.4)	a) Opportunity for further advancement
		Salary (X3.5)	b) Salary adequacy c) Salary Equality

Data Analysis

Data analysis in this study used the SPSS method. Researchers use SPSS because it can be used on any type of data scale, both parametric and non-parametric as well as easier assumption requirements, with multiple linear regression testing and correlation of the relationship between independent and dependent variables.

RESEARCH RESULTS AND DISCUSSION

In this study the characteristics to be known are gender, age, and years of service. For more details about the respondents themselves, it can be seen in the following characteristics which are presented in the form of a pie chart which shows the magnitude in terms of numbers and percentages.

a. Characteristics of Respondents Based on Gender

Tabel 5. Characteristics of Respondents Based on Gender

GENDER		frequency	percent	Valid Percent	Cumulative Percent
Valid	Man	111	82.8	82.8	82.8
	Woman	23	17.2	17.2	100.0
	Total	134	100.0	100.0	

b. Characteristics of Respondents Based on Age Level

Tabel 6. Characteristics of Respondents Based on Age Level

AGE		frequency	percent	Valid Percent	Cumulative Percent
Valid	20-27 Years	46	34.3	34.3	43.3
	28-35 Years	23	17.2	17.2	60.4
	36-43 Years	22	16.4	16.4	76.9
	44-51 Years	31	23.1	23.1	100.0

>52		12	9.0	9.0	9.0
Total		134	100.0	100.0	

c. Characteristics of Respondents Based on Years of Service

Tabel 7. Characteristics of Respondents Based on Years of Service

		frequency	percent	Valid Percent	Cumulative Percent
YEARS OF SERVICE					
Valid	1-5 Years	42	31.3	31.3	67.2
	12-17 Years	32	23.9	23.9	91.0
	6-11 Years	12	9.0	9.0	100.0
	>24 Years	48	35.8	35.8	35.8
	Total	134	100.0	100.0	

Validity test

This validity test was conducted to determine the validity of the questionnaire or questionnaire. The validity here means the questionnaire or questionnaire that is used is able to measure what should be measured. Validity test can be done by comparing the value of r count with r table. The calculated r value is taken from the SPSS (Statistical Product and Service Solution) output. Testing the validity of using the SPSS program with the Pearson Correlation method, namely correlating each item with the total score of the questionnaire items. The basis for making a decision on the validity test is as follows:
- If rcount > rtable, then the questions are declared valid
- If rcount < rtable, then the question items are declared invalid

Table 8. of Performance Validity Test Results (Y)

Indicator	R count	R table	Conclusion
Statement 1	0.711	0.361	Valid
Statement 2	0.622	0.361	Valid
Statement 3	0.743	0.361	Valid
Statement 4	0.777	0.361	Valid
Statement 5	0.815	0.361	Valid
Statement 6	0.385	0.361	Valid
Statement 7	0.820	0.361	Valid

Source: Processed primary data, 2022

From the table above it can be seen that the value of r is calculated from the 7 statements of the Performance variable tested and the 7 statements are positive or have a value greater than the r table which has a value of 0.361 so it can be concluded that 7 statement items from each variable in this study are declared valid.

Table 9. of Workload Validity Test Results (X1)

Indicator	R count	R table	Conclusion
Statement 1	-0.249	0.361	Invalid
Statement 2	0.598	0.361	Valid
Statement 3	0.828	0.361	Valid
Statement 4	0.837	0.361	Valid
Statement 5	0.810	0.361	Valid
Statement 6	0.688	0.361	Valid
Statement 7	0.693	0.361	Valid
Statement 8	0.777	0.361	Valid

Source: Processed primary data, 2022

From the table above it can be seen that the calculated r value of the 8 Workload variable statements tested and 7 of these statements has a positive value or is of greater value

than the r table which has a value of 0.361 and 1 statement is invalid because it has a smaller value than the r table which has a value 0.361 statement no. 1 is not able to measure the variables measured in this study so it can be concluded that the 7 item statements of each variable in this study are declared valid.

Table 10. of Burnout Validity Test Results (X2)

Indicator	R count	R table	Conclusion
Statement 1	0.849	0.361	Valid
Statement 2	0.804	0.361	Valid
Statement 3	0.857	0.361	Valid
Statement 4	0.677	0.361	Valid
Statement 5	0.898	0.361	Valid
Statement 6	0.683	0.361	Valid
Statement 7	0.740	0.361	Valid

Source: Processed primary data, 2022

From the table above it can be seen that the value of r is calculated from the 7 statements of the Burnout variable tested and the 7 statements are positive or have a value greater than the r table which has a value of 0.361 so it can be concluded that 7 statement items from each variable in this study are declared valid.

Table 11. of Job Satisfaction Validity Test Results (X3)

Indicator	R count	R table	Conclusion
Statement 1	0.893	0.361	Valid
Statement 2	0.838	0.361	Valid
Statement 3	0.923	0.361	Valid
Statement 4	0.829	0.361	Valid
Statement 5	0.952	0.361	Valid
Statement 6	0.869	0.361	Valid
Statement 7	0.951	0.361	Valid
Statement 8	0.870	0.361	Valid
Statement 9	0.680	0.361	Valid
Statement 10	0.891	0.361	Valid

Source: Processed primary data, 2022

From the table above it can be seen that the r count value of the 10 Job Satisfaction variable statements tested and the 10 statements are positive or have a greater value than the r table which has a value of 0.361 so it can be concluded that 10 statement items from each variable in this study are declared valid.

Normality test
In this normality test using the liliefors test by looking at the significance value on Kolmogorov – Smirnov.
To see the complete results of a sample from a normally distributed population or not, it can be seen in the following normality test table.

Table 12. One-Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		134
Normal Parameters,,b	Means	.0000000
	std. Deviation	5.62631415

Most Extreme Differences	absolute	.111
	Positive	081
	Negative	-.111
Kolmogorov-Smirnov Z		1,286
asymp. Sig. (2-tailed)		.073
a. Test distribution is Normal.		
b. Calculated from data.		

Based on table 12 the Asymp.Sig value is formulated. (2-tailed) > 0.05, namely the research variable 0.73, it can be concluded that all variables in this study are normally distributed.

Multiple Linear Regression Analysis
Based on the calculation of multiple linear regression analysis carried out through statistics using the SPSS 25 program, the following results are obtained:

Table 13. Multiple Linear Regression Analysis

Coefficientsa							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	std. Error	Betas			tolerance	VIF
1 (Constant)	12.147	2,743		4,428	.000		
WORKLOAD	.374	084	.319	4,476	.000	.971	1030
BURNOUT	-.063	044	-.103	-1,432	.154	.956	1,046
JOB SATISFACTION	.265	039	.485	6,840	.000	.979	1,022
a. Dependent Variable: PERFORMANCE							

Based on the results in the table, the regression equation is obtained as follows: Y = 12.147 + 0.374X1 -0.063X2+0.265X3+e.
The multiple linear regression equation can be described as follows:
1) Constant = 12.147
   If the variables Workload, Burnout and Job Satisfaction are assumed to be constant, the performance will increase by 12.147.
2) Workload Coefficient (X1)
   Workload coefficient value of 0.374. Stating that every time there is an increase of 1 score for Workload there will be an increase in performance of 0.374.
3) Burnout Coefficient (X2)
   Burnout coefficient value of -0.063. Stating that every time there is an increase of 1 score for Burnout, there will be a decrease in performance of 0.262.
4) Coefficient of job satisfaction (X3)
   The coefficient value of job satisfaction is 0.265. Stating that every time there is an increase of 1 score for job satisfaction there will be an increase in performance of 0.265.

Determination Coefficient Test Results
Table 14. Determination

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.599a	.359	.344	5.69086

From the table above, it can be seen that the resulting R value is 0.599 meaning that the influence between the independent variable and the dependent variable is moderate. While value*adjusted*R square is 0.344 or 34.4% meaning that the influence of the independent

variables namely Workload, Burnout and Job Satisfaction on the performance variable is 34.4% while the remaining 65.6% is influenced by other variables not examined.

Results of Hypothesis Test
Independent Variable Partial Test (t test)
       To determine the effect of the variables Workload, Burnout and work stress with the dependent variable, namely performance, it is necessary to do a t test. Partial testing can be seen from the t test, if the sig value <0.05, Ho is rejected, which means there is a significant effect. The partial test results can be seen in the following table:

Table 15. T Test Analysis Results

Coefficientsa								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	std. Error	Betas			tolerance	VIF
1	(Constant)	12.147	2,743		4,428	.000		
	WORKLOAD	.374	084	.319	4,476	.000	.971	1030
	BURNOUT	-.063	044	-.103	-1,432	.154	.956	1,046
	JOB SATISFACTION	.265	039	.485	6,840	.000	.979	1,022
a. Dependent Variable: PERFORMANCE								

1) Results of the t-test Variable Motivation Affects Performance
       To prove that workload has a positive effect on performance, the hypothesis tested is as follows:
  H0: Partially there is no positive and significant effect between workload on performance.
  Ha: Partially there is a positive and significant influence between Workload on Performance.
       From the results of testing with the hypothesis partially t-test the significance shown in the table above that the Workload variable (X1) obtained a t-count value of 4,476. While the statistical table (t table) and hypothesis testing with α = 5%. With the degree of freedom of testing is n – k = 134 - 4 = 130 then the value of t table is 1.978. Based on these data, t count 4,476> t table 1.978 or Ha is accepted, H0 is rejected. So it can be concluded that the hypothesis which states that workload partially affects performance is statistically accepted. Workload independent variable partially has an influence on performance.

2) Results of the t-test Burnout Variables Affect Performance
       To prove that Burnout has an influence on performance through the tested hypothesis is as follows:
  H0: Partially there is no positive and significant effect between Burnout on Performance
  Ha: Partially there is a positive and significant influence between Burnout on Performance
       From the results of testing the hypothesis partially t-test the significance shown in the table above that the Burnout variable (X2) obtained a t-count value of -1.432. While the statistical table (t table) and hypothesis testing with α = 5%. With the degree of freedom of testing is n – k = 134 - 4 = 130 then the value of t table is 1.978. Based on these data t count -1.432 <t table 1.978 or H0 is rejected Ha is accepted so that it can be concluded that the hypothesis which states Burnout partially affects performance is statistically accepted. Burnout independent variable has no partial and significant influence on performance.

3) T Test Results Job Satisfaction Variable Influences Performance
    To prove that work stress has an influence on performance through the tested hypothesis is as follows:

    H0: Partially there is no positive and significant influence between job satisfaction on performance

    Ha: Partially there is a positive and significant influence between job satisfaction on performance

    From the results of testing the hypothesis with the partial significance t test shown in the table above that the variable job satisfaction (X3) obtained a t-count value of 6,840 or Ha accepted H0 was rejected while the statistical table (t table) and hypothesis testing with α = 5 %. With the degree of freedom of testing is n – k = 134 - 4 = 130 then the value of t table is 1.978. Based on these data, t count is 6,840 > t table is 1,978. So it can be concluded that the hypothesis which states job satisfaction partially affects performance is statistically accepted. The independent variable of job satisfaction has partially and significant influence on performance.

Simultaneous Test (Test F)
    To prove that Workload (X1) Burnout (X2) and Work Stress (X3) simultaneously have a positive direct effect on Performance (Y) through the hypothesis tested are as follows:

Table 16. Results of Simultaneous Test Analysis

ANOVA b						
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	2360823	3	786,941	24,299	.000a
	residual	4210.170	130	32,386		
	Total	6570993	133			
a. Predictors: (Constant), WORK_SATISFACTION, WORK_LOAD, BURNOUT						
b. Dependent Variable: PERFORMANCE						

    Based on the results of simultaneous tests for the variables Workload and Burnout with the dependent variable, namely Performance, obtained F count = 24,299 and F table df1 = 4-1 = 3 while df2 = n – k = 134 – 4 = 130 and with α = 5% then F table is 3.09. F count 72,434 > F table 2.67 then H0 is rejected and Ha is accepted. This shows that the hypothesis which states Workload, Burnout and Job Satisfaction simultaneously affect performance is statistically accepted. There is an effect of Workload (X1) Burnout (X2) and Job Satisfaction (X3) simultaneously on Performance (Y) and this means that the regression model can explain the independent variables as a whole.

Interdimensional Correlation Analysis
    The correlation test is a test conducted to see the level of weakness of the relationship between the two variables or dimensions designated by the Pearson Correlation (R) value where the conclusions from the values are generally divided into the following:

Table 17. Correlation Intervals

Correlation Intervals	Relationship level
0.00 - 0.200	Very low
0.20 - 0.399	Low
0.40 - 0.599	Currently
0.60 - 0.799	Strong
0.80 - 1.000	Very strong

Correlation Between Dimensions of Workload Variables (X1) and Performance Variables (Y)

Table 18. Correlation Test Between Variable Dimensions X1 and Y

Workload Variables		Work result	Worker Attitude	Personality
Load Time	Pearson Correlation	.167	.243**	.140
	Sig. (2-tailed)	054	005	.106
	N	134	134	134
Mental Effect Load	Pearson Correlation	.441**	.427**	.425**
	Sig. (2-tailed)	.000	.000	.000
	N	134	134	134
Phychological Stress Burden	Pearson Correlation	011	-.121	-.101
	Sig. (2-tailed)	901	.165	.244
	N	134	134	134

Source: Primary Data Processed (2022)

Based on the table above workload affects performance as wellMental Effect Load affects performanceabout the correlation test between dimensions as follows:
1) It is known that the 1st highest correlation of 0.441 comes from the relationship between X1.2 (Mental Effect Load) which correlates with Y1 (Work Results).
2) It is known that the 2nd highest correlation of 0.707 comes from the relationship between X1.2 (Mental Effect Load) which correlates with Y2 (Worker Attitude).
3) It is known that the 3rd highest correlation of 0.425 comes from the relationship between X1.2 (Mental Effect Load) which correlates with Y3 (personality).

Correlation between Burnout Variable Dimensions (X2) and Performance Variables (Y)

Table 19. Correlation Test Results Between Variable Dimensions X2 and Y

		Work result	Worker Attitude	Personality
Emotional Burnout	Pearson Correlation	.150	-.092	072
	Sig. (2-tailed)	083	.292	.407
	N	134	134	134
Depersonalization	Pearson Correlation	-.002	-.197*	-.119
	Sig. (2-tailed)	.984	.023	.171
	N	134	134	134
Decreased Personal Achievement	Pearson Correlation	-.028	-.144	-.140
	Sig. (2-tailed)	.749	096	.107
	N	134	134	134

Source: Primary Data Processed (2022)

Based on the table above Burnout does not affect performance as welldepersonalizationdoes not affect workers' attitudes about the correlation test between dimensions as follows:
1) It is known that the 1st highest correlation of -0.197 comes from the relationship between X2.2 (Depersonalization) which is correlated with Y2 (Worker Attitude).
2) It is known that the 2nd highest correlation of 0.150 comes from the relationship between X2.1 (Emotional Exhaustion) which correlates with Y1 (Work Results).
3) It is known that the 3rd highest correlation of -0.144 comes from the relationship between X2.3 (Decreased Personal Achievement) which correlates with Y3 (Worker Attitude).

Correlation between Variable Dimensions of Job Satisfaction (X3) and Performance Variables (Y)

Table 20. Correlation Test Results Between Variable Dimensions X3 and Y

		Work result	Worker Attitude	Personality
The job itself	Pearson Correlation	.387**	.436**	.391**
	Sig. (2-tailed)	.000	.000	.000
	N	134	134	134
Supervision quality	Pearson Correlation	.415**	.394**	.409**
	Sig. (2-tailed)	.000	.000	.000
	N	134	134	134
Relations with colleagues	Pearson Correlation	.443**	.448**	.430**
	Sig. (2-tailed)	.000	.000	.000
	N	134	134	134
Promotional opportunities	Pearson Correlation	.250**	.433**	.232**
	Sig. (2-tailed)	.004	.000	007
	N	134	134	134
Wages	Pearson Correlation	.433**	.390**	.398**
	Sig. (2-tailed)	.000	.000	.000
	N	134	134	134

Source: Primary Data Processed (2022)

Based on the table above regarding the correlation test between dimensions as follows:
1) It is known that the 1st highest correlation of 0.448 comes from the relationship between X3.3 (Relations with colleagues) which is correlated with Y2 (Worker Attitude).
2) It is known that the 2nd highest correlation of 0.443 comes from the relationship between X2.1 (Relations with colleagues) which correlates with Y1 (Work Results).
3) It is known that the 3rd highest correlation of 0.436 comes from the relationship between X2.3 (The job itself) which correlates with Y3 (Worker Attitude).

Correlation Test Results Between Workload, Burnout, and Job Satisfaction Variables with Performance Variables

Table 21. Correlation

correlations					
		WORKLOAD	*BURNOUT*	JOB SATISFACTION	PERFORMANCE
WORKLOAD	Pearson Correlation	1	-.158	045	.357**
	Sig. (2-tailed)		068	.606	.000
	N	134	134	134	134
BURNOUT	Pearson Correlation	-.158	1	.130	-.090
	Sig. (2-tailed)	068		.136	.298
	N	134	134	134	134
JOB SATISFACTION	Pearson Correlation	045	.130	1	.486**
	Sig. (2-tailed)	.606	.136		.000
	N	134	134	134	134
PERFORMANCE	Pearson Correlation	.357**	-.090	.486**	1
	Sig. (2-tailed)	.000	.298	.000	
	N	134	134	134	134
**. Correlation is significant at the 0.01 level (2-tailed).					

1. The correlation hypothesis of variables X1 and Y
   Decision:
   In table 4.30 above, sign value = 0.000 <0.05; Ho is rejected, which means there is a real positive correlation between X1 and Y. The correlation coefficient r = 0.357 indicates the

level of relationship between the two variables at a low level for a scale of 0-1. The **
sign on the r value indicates that the correlation is real at the level of significance (level of
significance) which is 0.01.

2. The correlation hypothesis of variables X2 and Y
   Decision :
   In table 4.30 above, sign value = 0.298 > 0.05; Ho is accepted, which means there is no
   real positive correlation between X2 and Y. The correlation coefficient r = 0.090 indicates
   the level of no relationship between the two variables for a scale of 0-1. Sign) on the
   value of r indicates that the correlation is real at the level of significance (level of
   significance) is 0.298.

3. The correlation hypothesis of variables X3 and Y
   Decision :
   In table 4.30 above, sign value = 0.000 <0.05; Ho is rejected, which means there is a real
   positive correlation between X3 and Y. The correlation coefficient r = 0.486 indicates the
   level of relationship between the two variables at a moderate level for a scale of 0-1. The
   ** sign on the r value indicates that the correlation is real at the level of significance
   (level of significance) which is 0.01.

Discussion

This research was conducted to obtain a more complete understanding of the effect of
workload (X1) and burnout (X2) and work stress (X3) on performance. In the following, a
discussion of the results of the research will be presented with reference to the research
objectives.

Effect of Workloadtoperformance

From the results of testing with the hypothesis partially t-test the significance shown in
the table above that the Workload variable (X1) obtained a t-count value of 4,476. While the
statistical table (t table) and hypothesis testing with α = 5%. With the degree of freedom of
testing is n – k = 134 - 4 = 130 then the value of t table is 1.978. Based on these data, t count
is 4,476> t table is 1,978. So it can be concluded that the independent variable Workload
partially has an influence on performance. This research is in accordance with(Parashakti &
Putriawati, 2020)which states that workload has a significant positive effect on performance.
Thus the workload variable has an influence on performance, so an increase in workload will
be accompanied by an increase in performance. It is known that the highest correlation of
0.441 comes from the relationship between Mental Effect Load which is correlated with
Work Results. The 2nd highest correlation of 0.707 comes from the relationship between
Mental Effect Load which is correlated with Employee Attitudes. and the 3rd highest
correlation of 0.425 comes from the relationship between Mental Effect Load which is
correlated with Personality. The right workload can increase employee motivation and
commitment, as well as provide opportunities for learning and developing professionally.
This can help employees feel involved in their work and make a significant contribution. The
right workload can also help maintain healthy stress levels and help employees feel more
productive and efficient.

The results of this study support the results of previous studies by(Surijadi & Musa,
2020)workload affects employee performance. This means that the higher the workload, the
better the employee's performance. Even though the workload in the office that is done every
day is relatively large, the employee's performance is still excellent. This is evidenced by the
commitment to continue to complete the workload that must be completed. The right
workload can have a positive effect on employee performance. The right workload can help
employees feel involved and engaged in their work, which can increase their motivation and

performance. These results are supported by research(Siburian et al., 2021)The test results found that workload has an influence on employee performance. Thus, there is a positive influence. When there is an increase in the workload for employees within certain limits, it turns out that it can improve employee performance. Likewise with this theory "every job is a burden for the person concerned, the burden can be in the form of physical or mental burden(Zulkifli, 2017)real in the world of work.

The Effect of Burnout on Performance
From the results of testing the hypothesis partially t-test the significance shown in the table above that the Burnout variable (X2) obtained a t-count value of -1.432. While the statistical table (t table) and hypothesis testing with α = 5%. With the degree of freedom of testing is n – k = 134 - 4 = 130 then the value of t table is 1.978. Based on these data t count -1.432 <t table 1.978. So it can be concluded that the independent variable Burnout has no partial and significant influence on performance.

The results of this study are in accordance with(Basalamah et al., 2021)Based on the results found no significant effect between the effect of work fatigue on performance. Next in research(Handayani & Ekhsan, 2022)produce the same conclusion stating that the relationship of the Burnout variable is not significant to performance. Burnout has no effect on performance where the measurement dimensions of the Burnout variable have a very low influence, including:Depersonalizationwith Work results of -0.002 in between0.00 - 0.200; This means that the level of relationship (correlation) of the two dimensions is very low. Decrease in Personal Achievement with Work Results -0.028 is between 0.00 - 0.200; This means that the level of relationship (correlation) of the two dimensions is very low. Emotional Exhaustion with Relationship with Personality 0.072 is between 0.00 - 0.200; This means that the level of relationship (correlation) of the two dimensions is very low.

The results of Burnout's research have no effect because members are able to work efficiently in achieving target cases, because members are used to working in that position. Even though in a high state of Burnout, members are able to overcome problems that may arise and be able to solve them, so that they will not interfere with the case investigation process in the sense that performance is not disturbed.

Influencejob Satisfaction Withperformance
From the results of testing with the hypothesis partially t-test the significance shown in the table above that the variable work stress (X3) obtained a t-count value of 6,840. While the statistical table (t table) and hypothesis testing with α = 5%. With the degree of freedom of testing is n – k = 134 - 4 = 130 then the value of t table is 1.978. Based on these data, t count is 6,840 > t table is 1,978. So that it can be concluded that the independent variable job satisfaction has a partial and significant influence on performance.

Next in research(Indrawati, 2013)This shows that the higher the employee's job satisfaction, the higher the employee's performance. Good relations between co-workers, the attitude of superiors who always provide motivation, and a conducive work environment will make employees feel safe and comfortable if the company consistently implements the career and compensation system correctly. The effect is that the staff will work as hard as possible and always try to provide the best service for clients. This shows that the employee's performance is high.

Job satisfaction has an effect on performance where the dimensions of the variable measurement of job satisfaction have a high influence, namely the 1st highest correlation of 0.441 comes from the relationship between X1.2 (Mental Effect Load) which correlates with Y1 (Work Results). the 2nd highest correlation of 0.707 comes from the relationship between X1.2 (Mental Effect Load) which correlates with Y2 (Worker Attitudes) and the 3rd highest

correlation of 0.425 comes from the relationship between X1.2 (Mental Effect Load) which correlates with Y3 (personality).

This result is in accordance with the conclusions made by Sutama(Wirawan, 2018)resulted in the same conclusion that job satisfaction has an influence on employee performance.

Effect Of Workload, Burnout Andjob Satisfaction Withperformance

Based on the results of simultaneous tests for the variables Workload and Burnout with the dependent variable, namely Performance, obtained F count = 24,299 and F table df1 = 4-1 = 3 while df2 = n – k = 134 – 4 = 130 and with α = 5% then F table is 3.09. F count 72,434 > F table 2.67 then H0 is rejected and Ha is accepted. This shows that H4 That the hypothesis which states Workload, Burnout and Job Satisfaction simultaneously affect performance is statistically acceptable. There is a direct and positive effect of Workload (X1) Burnout (X2) and Job Satisfaction (X3) simultaneously on Performance (Y) and this means that the regression model can explain the independent variables as a whole.

Workload, Burnout, and job satisfaction are indeed interconnected and can affect a person's performance simultaneously. Workload is the amount and level of complexity of work that must be completed by someone in a certain time. High workloads can lead to stress and fatigue, which in turn can reduce performance. A workload that is too low can also cause burnout and boredom, which can also affect performance. So, workload, burnout, and job satisfaction can all affect a person's performance simultaneously. Therefore, it is important to manage workload well, prevent burnout, and improve job satisfaction to improve performance.

CONCLUSIONS AND SUGGESTION
Conclusion

Based on the results of data analysis, hypothesis testing and discussion, several conclusions can be drawn as follows:

1. Workload partially has an influence on performance. This means that the right workload can have a positive influence on employee performance. Workload that is too high or too low can negatively affect employee performance.
2. The Burnout variable is partially insufficient to influence performance. This means that Burnout does not have enough effect on performance where members are able to work efficiently in achieving target cases, because members are used to working in that position. Even though they are in a high Burnout state, members are able to overcome problems that may arise and be able to solve them.
3. Variable job satisfaction partially and significant influence on performance. This means that high job satisfaction will increase a person's motivation and commitment to his work, so that he will pay more attention to each task given and continue to strive to achieve maximum results.
4. Workload, Burnout and Job Satisfaction simultaneously affect performance. This means that workload, burnout, and job satisfaction are indeed interconnected and can affect a person's performance simultaneously. Workload is the amount and level of complexity of work that must be completed by someone in a certain time.
5. The contribution of workload, burnout and job satisfaction to the performance of the National Police Investigation Committee in the PPNS function is only 34.4%.

Suggestion

Based on the conclusions from the results of research regarding the effect of workload, burnout and job satisfaction on performance, several suggestions can be put forward, as follows:

1. From the results of the study which stated that the workload on the PPNS Coordinating Committee function that was too high or too low could affect performance for members, even though in a high Burnout state, members were able to overcome problems that might arise and be able to solve them and continue to strive to achieve maximum results.

2. To obtain better study results, it is necessary to test again about the factors that influence workload, burnout and job satisfaction on performance in the PPNS Coordinating Committee function by adding more independent variables.

3. The results of this study are expected to be a reference for further research in the same field and in further research variables are added to explore organizational motivation and environmental factors.

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