

***The Effect Of Workload, Kaizen Culture, And Career  
Development On Employee Performance At  
PT Ciomas Adisatwa Pematang***  
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***ABSTRACT***

*This study aims to determine the effect of workload, kaizen culture and career development on the performance of employees of PT Ciomas Adisatwa Pematang both partially and simultaneously. This study is a type of explanatory quantitative research. The study population is employees of PT Ciomas Adisatwa Pematang with a total of 390 employees. The research sample was 80 respondents with a 10% slovin formula and sampling with a nonprobability sampling technique of purposive sampling type. The research instrument used a Likert scale of 1-5 then analyzed with SPSS version 21 for instrument testing, classical assumption testing, multiple linear analysis, coefficient of determination testing and hypothesis testing. The results of the study indicate that partially and simultaneously the variables of workload, kaizen culture and career development have a significant effect on the performance of employees of PT Ciomas Adisatwa Pematang. The results of the coefficient of determination test show that the variables of workload, kaizen culture and career development contribute to influencing the performance of employees of PT Ciomas Adisatwa Pematang by 57.6% while the remaining 42.4% is influenced by other variables.*

***Key Words:*** *Influence, Workload, Kaizen Culture, Career Development, and Employee Performance*