



The Effect of Workload on Organizational Commitment to Employees of Bank Indonesia Provincial Representative Special Region of Yogyakarta 2022

Muhammad Dermawan As, Ninik Septyani Umar

Universitas Teknologi Yogyakarta
muhammaddermawan98@gmail.com

Abstract. The objective of this study is to ascertain the manner in which work stress affects the organizational committee at Bank Indonesia Representative of the Special Region of Yogyakarta Province. The type of research methodology The methodology employed in this study adopts a quantitative approach. The research methodology used in this research is a quantitative approach. The data collection method used in this research is data collection using a questionnaire. This research is data collection using a questionnaire. Sample The sample used consisted of 25 bank employees from the Special Region of Yogyakarta, Indonesia. It consisted of 25 bank employees from the Special Region of Yogyakarta, Indonesia. The statistical methods used in this research include validity, reliability, normality, differentiation, heteroscedasticity, t, simple regression, and coefficient of determination. include validity, reliability, normality, differentiation, heteroscedasticity, t, simple regression analysis, and coefficient of determination. Based on test results, it is known that the workforce is 2,471 and 2,068 employees. that The test results show that the number of workers is 2,471 and 2,068 employees. Considering the findings that indicate t_{count} is greater than t_{table} , It can be inferred that there is a notable impact between the job variables So It can be deduced that a substantial correlation exists between the work relationship variable (X) and the organizational committee (Y) at Bank Indonesia, Yogyakarta Special Region Province.

Keywords: workload, organizational commitment. Bank Indonesia

1 Background

The role of the central bank in a country is very important because it is the backbone of a country's economy. in any country This is very important because it is the backbone of every country's economy. The banking sector has a negative impact on The expansion or decline of an economy within a nation. negative impact on the growth or collaps of a country's economy. Bank Indonesia is an independent central bank the independent Republic of Indonesian. Republic of Indonesia. Article 4 paragraph 2 of Law No. 3 Law of 2004 states that "Bank Indonesia is an independent

© The Author(s) 2024

A. Patunru et al. (eds.), *Proceedings of the 8th International Conference on Accounting, Management, and Economics (ICAME 2023)*, Advances in Economics, Business and Management Research 279,
https://doi.org/10.2991/978-94-6463-400-6_7

national bank, does not depend on the government and/or other national parties,, does not depend ith the exception of provisions explicitly altered in this legislation, on the government and/ or other entities "except for matters expressly changed in this law." "Other parties are prohibited from interfering in the implementation of Bank Indonesian duties as intended in Article 8," reads Article 9 of Law Number 23 of 1999. Therefore, in its capacity as an independent bank, Bank Indonesia requires Personnel with the ability to fulfill their responsibilities. an independent bank, Bank Indonesia requires human resources capable of carrying out their duties.

"Human Resources in an organization need to be managed professionally in orders to create a balance between employee needs and the company's needs and capabilities," because Human Resources are very important in an organization. (Ires, 2015). A successful organization, or a successful business, a business, is an organization that is efficient and effective.is an efficient and effective one. So that ordering goals can be achieved efficiently and effectively. to achieve achieve goals efficiently and effectively. Actually, organizations need human capital resources, or people who have a high level of loyalty and participation. This high level of loyalty and participation is what is called commitment (Mulyati, 2013).

Organizations need employee commitment, because it is important in maintaining the stability of the conditions and situations of an organization. Employees who have a mature concept in commitment will produce high quality work and will be characterized by less absenteeism, low level of indiscipline in work, and higher employee loyalty to the organization (Rahmayani, 2017). Colquitt, LePine, and Wesson in (Tarigan, 2017) suggest that organizational commitment is influenced by factors both direct and indirect. Factors that indirectly influence commitment include: organizational culture, organizational structure, leadership style and behavior, leadership strengths and influences, teamwork characteristics and teamwork, personal and cultural values, and abilities. Factors that directly affect organizational commitment include: job satisfaction, workload, job stress, motivation, trust, fairness and ethics, and decision making. According to researchers, a factor that is strongly suspected of influencing commitment is Workload.

According to Munandar (2011), workload consists of (2011), - tasks givn to employees or workers to be completed within a certain period of time by utilizing their potential and strengths. Workload consists of task given to employees or workers to be completed within a certain period of time by utilizing its potential and strength. An important aspect of work-life balance work-life balance is understanding the time limits to complete is understanding using available resources to achieve organizational goals. time limits to complete tasks using available resources to meet organizational goals. Indicators of work performance are as follows: desired output, working conditions, use of working time are as follows: work standards.

Table 1. Data on the number of overtime hours KPw BI DIY

Era	Moon	Number of Overtime Hours
	January	207 hours

First Quarter	February	155.5 hours
	March	396 hours
Second Quarter	April	138 hours
	May	190.5 hours
	June	414 hours
Third Quarter	July	258.5 hours
	August	103.5 hours
	September	460 hours
Fourth Quarter	October	121 hours
	November	328 hours
	December	498.5 hours
Number of Overtime Hours		2,970 hours

Source: Bank Indonesia, DIY

Based on the data above, representatives of Bank Indonesia the Special Region of Yogyakarta experienced fluctuations in working hours. Based on the data above, Bank Indonesia representatives of Special Region of Yogyakarta experienced fluctuations in working hours. The highest working overtime hours occur at the end of each quarterly period, namely March, June, September, and December, during which Bank Indonesia must complete and issue economic reports, regional economic and financial studies of the Special Region of Yogyakarta. Employees have relatively many jobs and accumulate so that many employees do overtime.

The number of work programs Tasks that need to be finished and achieve predetermined target. To achieve the Bank of Indonesia's goals, the Central Bank has the ability to implement and supervise monetary policy, modify and maintain the foreign exchange system, implement infrastructure, and supervise banking operations. The Central Bank has the ability to implement and supervise monetary policy, modify and maintain the foreign exchange system, implement infrastructure ,oversee banking operations. and organizational effectiveness, causing employees to become discouraged as little as possible. work as little as possible. A slight mistake made by employees can have a major impact on the continuity of Bank Indonesia. The amount of pressure and challenges that must be faced by employees cannot avoid the problem of burnout over work that can affect commitment in the organization.

2 Theoretical Basis

a. Human Resources

Humans are naturally active and dominant in all organizational activities because they are the planners, doers and determiners who contribute to organizational goals. Organizational activities because they are the planners, doers and determiners who contribute to organizational goals. Even though the company's assets are quite valuable, the company's goals cannot be achieved without the active participation of employees. is quite valuable, If the wages of wage employees are undervalued , the sophisticated policies of the company will not provide any benefit to the organization .underestimated , the sophisticated policies of the company will not benefit the organization in any way . Human resource management (HR) is a branch of management that focuses on the role of human resources' in achieving organizational or business goals. Human resources in achieving organizational or business goals.

b. Workload

According to Munandar, 2011, The workload encompasses assignments assigned to employees or workers, expected to be accomplished within a specified timeframe, utilizing the employees' potential and abilities (2011). The workload involves tasks given to employees or workers that are fulfilled within a specific time frame by harnessing the potential and abilities of the workforce.. Kasmir (2016) states that work-related behavior is a group or several by an organizational unit or team of employees. _a group or several tasks that must be completed within a certain period of time by an organizational unit or team of employees. stress is a group or several tasks that must be completed by an organizational unit or team member within a certain period of time. Workload Indicators: Intentions to be fulfilled, Working conditions, working hours, and working standards.

c. Organizational Commitment

According to Robert and Kinicki (in Robert Kreitner, 2011), an employee's commitment to organizational goals is a sign that they support the organization. And Kinicki (in Robert Kreitner, 2011), employee commitment to organizational goals is a sign that they understand and support the organization. This work policy has remained significant over time as individuals demonstrating commitment are anticipated to exert greater effort in their tasks, aiming to accomplish organizational objectives and fostering a stronger motivation to persist in their employment with the company. Those with commitment are anticipated to invest more effort in their duties to attain organizational goals and maintain a heightened willingness to remain employed by the company.

Dimensions of Organizational Commitment: Obedient Commitment, Obedient Commitment, and Obedient Commitment

Frame of Mind

The framework of thinking or what is often referred to as the theoretical framework of thinking is a simplification that forms an understanding of real-world phenomena. A series of hypotheses about a research problem described through a series of causes and effects that together form a complete explanation (Ferdinand, 2014). In general, it can be concluded that researchers want to examine the Effect of Workload on Organizational Commitment.

Information:

1. Dependent Variable, namely: variables that are influenced by other variables.
The dependent variable in this study is organizational commitment (Y)
2. Independent Variable, namely: Factors influencing other factors. In this study, the independent variable is Workload (X)

Hypothesis Formulation

The hypotheses in this study are:

1. Zero hypothesis (Ho)
Workload does not affect the organization's commitment to Bank Indonesia employees representing the Special Region of Yogyakarta.
2. Working Hypothesis (Ha)
Workload affects the organization's commitment to Bank Indonesia employees, representatives of the Special Regional of Yogyakarta.

3 Results of Data Analysis and Discussion

a. Analysis of respondent characteristics

Table 2. Character respons by status

Employee status	Number (of people)	Percentage
Organic	18	56 %
Non Organic	7	44 %
Total	25	100 %

Source : Primary processed data

1. Test Instruments

The results of the valid and reliability test of research instruments using the SPSS 23 application can be seen in the following table:

a. Validity Test

Based the results of the validity analysis of the research instrument above, it can be seen that all statements or questions of the workload instrument

and organizational commitment have a calculated r value above 0.30, so that all instruments used in this study are declared validd.

b. Reliability Test

Table 3. Reliabilitys Test Results

Variabel	Cronbach's Alpha	N of Items
Workload	0.638	8
Organizationalcommitment	0.802	13

Source: SPSS 23 Data Processing

c. Descriptive Analysis

Table 4. Descriptive Test Results

Variable	Sample	Min.	Max.	Mean.	Std.deviation.	Variance
Workload (X)	25	19	31	24.20	2.739	7.500
Organizational Commitment(Y)	25	33	52	42.12	4.631	21.443

Source: SPSS 23 Data Processing

2. Test Classical Assumptions

From the tabel above, it can be known that the value of Deviation from Linearity is 0.565 and it can be concluded that the *value of Deviation from Linearity* in this study is greater than 0.05, so it can be said that there is a linear influence between workload and organizational commitment.

Table 5. Heteroscedasticity Test Result

Type	Unstandardized Coefficients.		Standardized Coefficients.	T	Sig.
	B	Std. Error	Beta		
(Constant)	23.378	7.631		3.064	0.006
WORKLOAD	0.774	0.313	0.458	2.471	0.021

Source: SPSS 23 Data Processing

3. Simple Linear Regression Analysis

Table 6. Results of Simple Linear Regression Analys

Type	Unstandardized Coefficients'	Standardized Coefficients'	T	Sig.
------	------------------------------	----------------------------	---	------

		<i>B</i>	<i>Std. Error</i>	<i>Beta</i>		
	(Constant)	23.378	7.631		3.064	0.006
	WORKLOAD	0.774	0.313	0.458	2.471	0.021

Interpreting the information provided, the outcomes of a basic linear regression equation can be expressed in the following manner.

$$Y = 23.378 + 0.774 X$$

- a) A positive constant of 23,378, means that if there is no workload variable (X), then the employee's organizational commitment remains at 23,378 or positive.
- b) The regression coefficient, represented by X with a value of 0.774, indicates that a one-unit increase in the workload variable (X) is associated with a decrease of 0.774 in the organizational commitment variable (Y), assuming all other independent variables remain constant

4. Test Coefficient of Determination.

Table 7. Results of Coefficient of Determination Analysis

Type	R	R Square.	Adjusted r square.	Std. Error of The estimate.
1	0.458	0.210	0.175	4.205

Source: SPSS 23 Data Processing

4. Test the Hypothesis (Test t)

Table 8. Analysis Output Test t

<i>Type</i>		Unstandardized Coefficients.		Standardized Coefficients.	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	23.378	7.631		3.064	0.006
	WORKLOAD	0.774	0.313	0.458	2.471	0.021

Source : SPSS 23 Data

Processing Determine

Formula search:

$$= (\alpha/2)$$

Information:

α : 0.05 (significance level)

: Number of Respondents

: Number of Independent Variables

= ($\alpha/2$:)

= (0.05/2 : 25-1-1)

= (0.025 : 25)

= 2,068

Table 9. Judging Criteria

No	Average rating	Category
1	1.00 – 1.75	Strongly Disagree / Very Unkind
2	1.76 – 2.50	Disagree / Not Good
3	2.51 – 3.25	Agree / Good
4	3.26 – 4.00	Totally Agree / Excellent

From the summation of respondents' answer assessments, values 1.00-1.75 are in the category of Strongly disagree, values of 1.76-2.50 in the category of Disagree, values of 2.51-3.25 in the category of Agree, and Values 3.26-4.00 Strongly agree.

Average Ranking Calculate All Workload Indicators

Table 10. Average Ranking Calculate All Workload Indicators

No.	Workload Indicators	Average	Overall Average
1	Use of Working Time	3.44	3.16
2	Working Conditions	3.5	
3	Work Standards	2.8	
4	Targets to Achieve	2.88	

Source: Processing Questionnaire Results

Average Ranking Calculate All Workload Indicators:

Table 11. Average Ranking Calculate All Indicators of Organizational Commitment

No.	Indicators Organizational Commitment	Average	Overall Average
1	Affective Commitment	3.28	

2	Sustainable Commitment	2.88	3.13
3	Normative Commitment	3.25	

Source: Processing Questionnaire Results

The table above indicates that the objective indicator that must be met with an average of 2.88 is the lowest average indicator, while the highest average objective organizational committee indicator is affective commitment, amounting to 3.28. an average of 2.88 is the lowest average indicator, while the indicator for organizational management with the highest average is affective commitment, amounting to 3.28. Overall, the organizational committee management has an average calculated indicator with a value of 3.13 which is included in the established category. As a result, the volunteers have a high commitment to the KPW organization, DIY results. Volunteers have a high commitment to the KPW BI DIY organization.

4 Conclusion and Advice

Conclusion.

1. According to the author's research findings, it can be inferred that there is a positive impact of workload on the organizational commitment of Bank Indonesia Employees Representative of the Special Region of Yogyakarta. This is proven through the test results of a simple linear regression equation with $Y = 23.378 + 0.774 X$. This means that the constant has a value of 23.378 (positive) which indicates that if workload X is 0, then the organizational commitment will be worth 23,378 units (positive). A b value of 0.774 can mean that if every workload increase of 1% then the organization's commitment will decrease.
2. The outcomes of hypothesis testing indicate the presence of a negative impact on organizational committees. From hypothesis testing shows that there is a negative impact on organizational committees. Stress has a positive impact regarding organizational commitment can be observed in the. calculations that have been carried out and are represented by the numbers 2,471 and 2,068; these numbers indicate that the value' is greater than. significance level of 0.05 these results, the organizational committee became increasingly tense. Has a significance level of less than $0.02 < 0.05$. The hypothesis in this research is H_0 rejected and H_a accepted. In this research the work environment has a negative impact on the Bank Indonesia management organization which serves the Special Province of Yogyakarta.

3. Derived from the outcomes of coefficient analysis of (R2), the independent variable in this research is that work prohibitions have a negative effect on organizational committees with an Adjusted R Square value, of 0.210. coefficient of determination. analysis (R2), the independent variable in this research is that work prohibitions have a negative effect on organizational committees. The results above show that Organizational Commitment is negatively influenced by work-related stress by 21.0%, while the remainder is negatively influenced by other factors by 79.0% throughout this research. The negative impact of work related stress is 21.0%. 0%, while the rest were negatively impacted by other factors amounting to 79.0% throughout this research.
4. Based on the results of the average data analysis, it can be concluded that the work performance indicator that has highest average, coefficient is the standard work performance indicators, with a coefficient of 2.84. The indicator with the highest relative value is work stress which is measured and given to employees. Meanwhile, in contrast, the organizational committee indicator that gave the highest results was the committee indicator with an average of 2.88. organization The committee indicator with the highest results is the committee indicator with an average of 2.88. A regular work schedule has the greatest impact on the continuity of commitments made by employees who are able to make long-term commitments without interruption.

Advice

From the above conclusions, advice can be given to Bank Indonesia employees of the Yogyakarta Special Region Provincial Representative as follows:

1. Based on the research findings of Bank Indonesia Representative of Yogyakarta Special Region Province regarding the impact of workload on organizational committees, the author suggests that organizations strive to maintain a balance between workload and time research findings, with results from indicators measuring 2, 84 which is included in the agree / good category according to the benchmark of 2.51-3.25, but with almost the same standard of agree / not good, namely around 0.33. From the Bank Indonesia Representative of the Yogyakarta Special Region Province regarding the impact of workload on organizational committees, The author suggests that organizations strive to maintain a balance between workload and working time, with an indicator result of 2.84 which is in the agree / good category according to the benchmark of 2.51-3.25, but with an agree standard /not good which is almost the same, namely around 0.33. So that later it will be a severe problem for employees to use work time. And results The organization's commitment on the continuous commitment

indicator yielded 2.88 which means agree/Good, but it is also close to the assessment standard of less than 0.37. Therefore, it is better to reduce the provision of duplicate work to employees, so that employees can work in totality to provide good performance and high commitment so that organizational targets can be fully achieved.

2. For further researchers, it is hoped that this final project report can be used as a reference to facilitate further research, and can add others variables that can affect organizational, commitment variables.

Bibliography

1. Allen, N. J. & Meyer, J. P. (1990). "The Measurement and Precursors of Affective, Continuance, and Normative Commitment to the Organization." Translated by Nurjanah. *Journal of Psychology*, 63.
2. Allen, N. J. & Meyer, J. P. (1991). "A Conceptualization of Organizational Commitment with Three Components." Translated by Vivin Andika. *Human Resource Management Review*, 1, 61-89..
3. Angga Gusti Satria. 2015. "The Effect of Work, Discipline and Organizational Commitment employe productivity Riau University. *Journal of Jom FEKON* Vol. 2 No. 2.
4. Antonius Sariputra Pasaribu Firdaus,.2007. "The relationship between job stress and job satisfaction with employees' affective commitment to the organization". Sanata Dharma University.
5. Ardi Dewantara Dzulfikar. 2016. " he impact of workload and job-related stress on organizational dedication". Brawijaya University.
6. Arifin, M. Z., Alhabsji, T., and Utami, H. N. 2016. "In Enhancing Employee Performance: The Impact of Workload on Organizational Commitment." *Merdeka University of Malang. Journal of Business and Management*, Vol. 3(2), pp. 64–76.BANK INDONESIA KPW DIY. 2018. Company Profile. <http://www.bi.go.id> Retrieved 20 June December 2018.
7. BANK INDONESIA. 1999. Legislation <http://www.bi.go.id> Retrieved July 3, 2020.
8. Dessler, Gary. 2015. *Human Resource Management*. Issue 14.Translator Diana Angelica. Jakarta: Salemba Empat.
9. Dzuriyatinnatul Munna. 2019. "the effect of workload employed performance in DIY BKD Employees". Thesis: Yogyakarta University of Technology.
10. Fahmi Aziz Muhammad. 2019. "The Relationship Between Workload and Organizational Commitment". Thesis: University of Muhammadiyah Surakarta.
11. Guntay Danaramurti Ivo. 2010. "The Relationship of Workload with Organizational Commitment of PT Karya Beton Sudhira Yogyakarta Employees". Yogyakarta State University.
12. Hasibuan, P., S., Malayu. (2006). *Human Resource Management*. First edition, seventh printing Jakarta: PT. Earth Literacy.
13. Iresa Rahma. (2015). "The Effec, of Work Conflict and Work Stress on Organizational Commitment and Performance in Indonesian TelecommunicationMalang". Brawijaya University. *Journal of Business Administration* Vol.23. No.1.
14. Mangkunegara dan anwar prabu. 2009. "Human resource managemet,". 4th edition. Bandung company: Remaja, Rosdakarya.

15. Murdiyani Hetty. 2010. "The Effect of, Workload, job satisfaction and organizational commitment on performance of Permanent Lecturers". Thesis: University of Muhammadiyah Surabaya.
16. Mulyati. 2013. "Analysis of Factors Influencing Self Management Behavior in Hypertensive Patients". Padjajaran Journal of Nursing Vol.1, No.2.
17. Son of Primary M. Aditya,. 2016. "The Effect of Organizational Commitment and Work Discipline on Employee Performance through Job Satisfaction as an Intervening Variable at PT. Arief Nirvana Utama". Islamic University of Indonesia.
18. Rahmayani, Rosmala Dewi. 2017. "The Effect of Climate Job Motivation and Job Satisfaction on Organizational Commitment". Medan State University. MPI Journal Vol.9, No.2.
19. Santoso, Singgih. 2014. Non-Parametric Statistics. First edition. Yogyakarta: Graha Ilmu.
- Siska Juniati Fifiana. 2018. " throughOrganizationalSurabaya State University. Journal of Management science Vol.6.No.3.
20. Sopiah. 2008. Organizational Behavior, Print Edition 1. Yogyakarta: Andi Offset
21. Sugiyono. 2015. Qualitative and R&B Quantitative Research Methods. Edition 3 print 1. Bandung: Alfabet
22. Sutrisno Edy. 2014. "Human Resource Management". Second edition, Sixth Printing. Pranada Media Group, Jakarta
23. Tarigan, Adiwidjaja, Adrian J, Zeplin J.W. (2017), "The Influence of Brand Image and Brand Trust on Converse Shoe Purchasing Decisions". University of North Sumatra. Journal of Marketing, Vol. 5, No.3
24. Yona Rachmalia Nesya & Tanjung Hasrudy. 2019 "the effect of fatigue and workload on organizational commitment to central aceh District firefighters". University of Muhammadiyah North Sumatra.

Open Access This chapter is licensed under the terms of the Creative Commons Attribution-NonCommercial 4.0 International License (<http://creativecommons.org/licenses/by-nc/4.0/>), which permits any noncommercial use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license and indicate if changes were made.

The images or other third party material in this chapter are included in the chapter's Creative Commons license, unless indicated otherwise in a credit line to the material. If material is not included in the chapter's Creative Commons license and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder.

