

The Influence of Workload and Work Motivation on the Work Productivity of Members of the Criminal Research Unit (Satreskrim) of the Karawang Police

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Keywords :

*Workload, Work Motivation,
Work Productivity*

Abstract

Productivity The workload of members of the Criminal Investigation Unit (Satreskrim) of the Karawang Police is an important factor in supporting the successful implementation of police duties. Based on the results of the pre-survey, problems related to workload and work motivation were still found that affect the work productivity of members. This study aims to determine respondents' responses regarding workload and work motivation and to determine the work productivity of Satreskrim members based on the perceptions of direct superiors, and to analyze the influence of workload and work motivation on the work productivity of Satreskrim members. The research method used is a descriptive and associative method with a quantitative approach. The study population amounted to 62 people, consisting of 61 Satreskrim members as respondents for the workload and work motivation variables and 1 direct superior as the work productivity assessor. Data analysis was carried out using descriptive statistical analysis, classical assumption tests, multiple linear regression analysis, and coefficient of determination with the help of the SPSS version 25 program. The results of the study indicate that partially workload has a positive effect on the work productivity of Satreskrim members. In addition, partially work motivation also has a positive effect on the work productivity of Satreskrim members. Workload and work motivation also influence the work productivity of Satreskrim members simultaneously. Based on the results of the study, it can be concluded that an appropriate workload and very high work motivation support the achievement of very high work productivity of members of the Karawang Police Criminal Investigation Unit.

INTRODUCTION

The Indonesian National Police (Polri) is a government agency tasked with maintaining public security and order, enforcing the law, and providing protection, guidance, and services to the public as stipulated in Law No. 2 of 2002. To carry out these duties, the Indonesian National Police (Polri) has various divisions, one of which is the Criminal Investigation Unit (Satreskrim). This division is tasked with receiving reports from the public, conducting inquiries and investigations into criminal cases, and resolving cases in accordance with the legal procedures of the Indonesian National Police (Perpol) No. 2 of 2021. The success of the Satreskrim is highly dependent on the productivity of its members, including their ability to resolve cases effectively and to high standards.

Work productivity is a crucial factor in determining the success of the police's task implementation, particularly within the Criminal Investigation Unit. Work productivity can be understood as the ability of members to produce optimal results in the form of effective and efficient case resolution in accordance with applicable laws and regulations (Law No. 2 of 2002).

Based on the interview results, data was obtained on the number of crimes and the number of resolved crimes resolved by the Karawang Police Criminal Investigation Unit from January to October 2025. Based on interviews and internal data, several issues were identified. Field observations revealed that the ratio between the number of resolved crimes and the number of crimes received reflects the effectiveness and productivity of members. The number of resolved crimes is disproportionate to the number of crimes handled.

**Table 1. Crime Data in the Criminal Investigation Unit (Satreskrim)
Karawang Police**

Crime Data				
No	Month	Number of Crimes	Number of Criminal Cases Settled	Percentage of Criminal Case Completion (%)
1	January	130	51	39.23
2	February	112	31	27.68
3	March	151	18	11.92
4	April	93	16	17.20
5	May	161	22	13.66
6	June	102	17	16.67
7	July	148	22	14.86
8	August	145	24	16.55
9	September	59	22	37.29
10	October	123	29	23.58
Total		1224	252	20.59

Source: Karawang Police Criminal Investigation Unit Archives, 2025

The workload of Satreskrim members is determined not only by the number of crimes they handle, but also by the varying levels of complexity of cases, which range from minor offenses to more serious offenses. Some crimes are relatively easy to investigate, such as simple theft, defamation, and minor assault, which generally have a clear criminal pattern and do not require a lengthy evidentiary process. However, the majority of cases handled by Satreskrim fall into the moderate to serious category, such as fraud, embezzlement, abuse of office, extortion, threats, misuse of sharp weapons, and assault, which require careful administrative handling, in-depth witness examination, and the preparation of comprehensive case files. Highly complex cases, such as aggravated theft, motor vehicle theft (R-2, R-3, R-4, and R-5), theft with violence, robbery, and serious assault, require investigators to conduct longer investigations, analyze the modus operandi, collect complex evidence, and coordinate across units.

Handling cases like these requires not only technical investigative skills but also physical and mental preparedness due to the high level of operational risk. The diverse and intense nature of the cases means that investigators at the Criminal Investigation Unit face a high and fluctuating workload, potentially impacting case-solving productivity if not managed properly. Each level of case requires a different level of effort, precision, and responsibility in handling it. The imbalance between the number of crimes received and the number of available personnel leads to an increased workload.

**Table 2. Absence Data at the Criminal Investigation Unit (Satreskrim)
Karawang Police**

Absence Data of the Criminal Research Unit (Satreskrim) of the Karawang Police				
No	Month	Sick	Permission	Without explanation
1	January	23	111	123
2	February	15	96	157
3	March	20	100	102
4	April	17	98	102
5	May	13	116	12
6	June	19	130	81
7	July	14	166	248
8	August	11	161	193
9	September	26	119	204
10	October	13	127	133
Total		171	1224	1355

Source: Archives of the Karawang Police Criminal Investigation Unit, 2025

Furthermore, interview results also indicated a relatively high level of absenteeism. Work motivation in an organization such as the Criminal Investigation Unit is reflected in the level of attendance of members in carrying out their duties. Consistent attendance demonstrates members' commitment and responsibility to the work they are entrusted with. Based on a recapitulation of member absence data for the past ten months, the number of absences recorded was 2,750 days. Of these, 1,355 days were unexcused absences, while the remainder consisted of absences due to illness and permission. The number of unexcused absences is the highest compared to other categories. This condition indicates a problem that requires attention because it can affect the smooth implementation of investigative and inquiry tasks .

A study conducted by Darmasari (2022), Workload has a partial and positive effect on work productivity. It can be concluded that workload contributes to work productivity. A positive value indicates that the workload variable is related to the work productivity variable. This result indicates that if the workload increases, it can also lead to an increase in work productivity. It is clear that work motivation has a positive effect on employee work productivity. Work motivation greatly supports increased employee productivity. The results of the study indicate that the level of work motivation has a positive impact, as more experienced members receive awards or bonuses. (Putri et al., 2023). Therefore, it is interesting to conduct research on the influence of workload and work motivation on the work productivity of members of the Karawang Police Criminal Investigation Unit (Satreskrim).

Literature Review

Workload

Workload is the total work that must be fulfilled by members of the Criminal Investigation Unit, both physically and mentally, in terms of the volume of tasks, time, and responsibilities they carry . According to Budiansyah (2021), workload is the worker's perception of activities that must be completed within a certain period of time and efforts to deal with problems in the work. Meanwhile, according to Koesomowijoyo (2021), workload is the process of determining the number of working hours of human resources that work, are used, and are needed to complete a job for a certain period of time. According to Mahawati (2021), workload is the volume of work assigned to the workforce, both physically and mentally, and is their responsibility. According to Koesomowijoyo (2021), several factors influence workload, including working conditions, time utilization, and targets to be achieved. Working condition indicators relate to the suitability of abilities to existing working conditions, and the suitability of abilities to the work to be done. Working time utilization indicators relate to the suitability of work time in completing work

compared to the time available, and the suitability of work time to the level of complexity of the work performed. Target indicators relate to the suitability of assigned targets to abilities, as well as the suitability of set targets to work results.

Work motivation

Work motivation is a drive that arises from within an individual that encourages someone to work with enthusiasm, directs behavior, and deploys all their abilities and efforts effectively and optimally. According to Agustawan et al., (2020), Work motivation is a drive that occurs within an individual which can provide benefits for the individual himself or other parties such as companies. Meanwhile, according to Anwar et al., (2020), Work motivation is often referred to as a driver, which is a driving force that encourages someone to carry out an action or behave in achieving predetermined goals. According to Hasibuan (2020), Work motivation is the provision of driving force that creates a person's work passion, so that they are willing to work together, work effectively, and integrate with all their power and efforts to achieve predetermined goals. According to Hasibuan (2020), other factors that can influence work motivation are the work itself, success, recognition, responsibility, and self-potential development. The indicators of the work itself are related to the level of self-motivation to complete the work with the abilities possessed, as well as the level of self-motivation to adjust the work to the skills possessed. The indicators of success are related to the level of self-motivation to achieve success in achieving the objectives of the investigative and investigative tasks, as well as the level of self-motivation to achieve work success obtained after carrying out the task. The indicators of recognition are related to the level of self-motivation to be appreciated for work achievements, as well as The level of self-motivation to seriously complete tasks in order to gain recognition from superiors. Responsibility indicators related to the level of self-motivation to be responsible in accordance with established SOPs, as well as the level of self-motivation to be responsible in completing work carefully and with full commitment. And self-potential development indicators related to the level of self-motivation to get the opportunity to participate in education and training, as well as the level of self-motivation to increase knowledge in order to carry out work better.

Work Productivity

Work productivity is the comparison of work results with the time needed to produce a product from a workforce. According to Serdamayanti (2017), Work productivity is a comparison between the results achieved and the role of employees per time. Or a number of goods and services produced by a person/group of people/employees in a certain period of time. According to Mahawati (2021), Work productivity is an activity to create certain works in the form of products, ideas or concepts, abilities by skills and so on accompanied by certain efforts to produce work continuously (continuously). According to Sutrisno (2009), Work productivity is the ratio of work results to the time needed to produce a product from a workforce. According to Sutrisno (2009), other factors that can influence work productivity are ability, increasing the results achieved, work enthusiasm, self-development, quality, and efficiency. Ability indicators related to the ability to deal with different criminal cases, as well as the ability to handle the number of criminal acts. Indicators of improving the results achieved relate to the ability to increase work results in the number of criminal cases resolved, as well as the ability to increase accuracy in preparing investigative reports. Indicators of work enthusiasm relate to work enthusiasm in carrying out daily tasks, as well as work enthusiasm in achieving better work results every day. Indicators of self-development relate to the ability to develop oneself to improve work skills, as well as the ability to continue learning to face different work challenges. Indicators of quality relate to the ability to improve the quality of work results that can indicate the quality of a member's work, as well as the ability to improve quality aimed at providing the best results. Indicators of

efficiency relate to the ability to complete work with the support of the resources used, and the ability to complete optimal work results in the shortest possible time.

The Relationship Between Workload and Work Motivation on the Work Productivity of Members of the Criminal Research Unit (Satreskrim) of the Karawang Police

Previous research shows that workload and work motivation have an influence on work productivity. Workloads that are given proportionally and according to individual abilities tend to increase work productivity, while excessive and unbalanced workloads can decrease work productivity. Kurniawan et al. (2024), showed that workload has a positive effect on work productivity. In line with the research of Ariyanto and Heriyanto (2023), and Hermawan et al. (2024), workloads that are appropriate to abilities and responsibilities can support increased work productivity. In addition, work motivation consistently has a positive influence on work productivity in various sectors. Ay (2025), explains that work motivation is related to work productivity based on a review of various previous studies. In line with the research of Malik et al. (2025), Hidayat et al. (2024), and Windrayuni et al. (2025), work motivation has a positive effect on work productivity because it can encourage employee enthusiasm, responsibility, and willingness to complete work optimally. The influence of workload and work motivation on work productivity is also strengthened by the research of Anjanarko et al. (2022), Putra and Mujiati (2022), and Nadut et al. (2025), which show that proper workload management and increased work motivation can support the achievement of optimal work results. However, research on the effect of workload and work motivation on work productivity in public organizations, especially members of the Criminal Investigation Unit (Satreskrim), which has work characteristics with high and complex task demands. Therefore, this study was conducted to empirically test the effect of workload and work motivation on the work productivity of members of the Karawang Police Criminal Investigation Unit in order to obtain more specific, contextual, and relevant results to the conditions of the police organization.

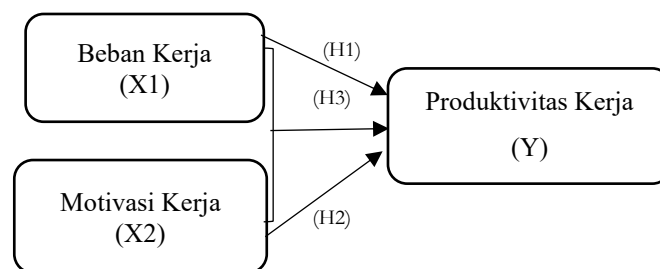


Figure 1. Research Paradigm: The Effect of Workload and Work Motivation on the Work Productivity of Members of the Criminal Investigation Unit (Satreskrim) of the Karawang Police.

Research Hypothesis

Based on the framework of thought above, the hypothesis in this study is as follows:

H1: Workload has a positive effect on the work productivity of members of the Karawang Police Criminal Investigation Unit.

H2: Work Motivation Has a Positive Influence on the Work Productivity of Members of the Karawang Police Criminal Investigation Unit.

H3: Workload and Work Motivation Influence the Work Productivity of Members of the Karawang Police Criminal Investigation Unit.

RESEARCH METHODS

This study uses a quantitative approach with descriptive and associative methods. This study uses three variables, namely two independent variables consisting of workload and work motivation, and one dependent variable, namely work productivity. The study population amounted to 62 people, consisting of 61 members of the Karawang Police Criminal Investigation Unit as respondents for workload and work motivation variables and 1 direct superior as an assessor of work productivity. Data collection techniques were carried out through library research, interviews, questionnaires and documentation. Data measurement uses a semantic differential scale, the research instrument is tested through validity and reliability tests where $r_{\text{count}} > r_{\text{table}}$ is said to be valid. While the reliability test in *the Cronbach's Alpha value* > 0.06 is reliable. Data analysis using descriptive statistical analysis is used for classical assumption tests that include normality (kolmogorov-smirnov), multicollinearity tests ($VIF < 10$, and tolerance > 0.100) and heteroscedasticity (gleser test). Furthermore, multiplex linear regression tests, coefficient of determination (R^2) and hypothesis testing. In associative analysis the coefficient of determination (R^2) is used to calculate how well the model describes the variation in the dependent variable.

RESULTS AND DISCUSSION

The validity test results were identified through the calculated r obtained from *the product moment coefficient correlation*. Based on the calculation results using the SPSS version 25.0 program, all statement items in the questionnaire were declared valid, because the $r_{\text{calculated}} > r_{\text{table}}$ for all statements was $> r_{\text{table}}$ (0.2521). These results indicate that each statement item has met the validity criteria so that it is able to measure the research variables accurately. Thus, all statement items in the research instrument were declared suitable for use in the next analysis stage.

Table 3. Results of the Validity Test of Workload, Work Motivation, and Work Productivity of Members of the Karawang Police Criminal Investigation Unit

WORKLOAD , WORK MOTIVATION, WORK PRODUCTIVITY					
No. Q	X1 - r_{count}	X2 - r_{count}	Y- r_{count}	r_{Table}	Information
1	0.627	0.732	0.638	0.2521	Valid
2	0.714	0.654	0.625	0.2521	Valid
3	0.66	0.734	0.607	0.2521	Valid
4	0.676	0.886	0.681	0.2521	Valid
5	0.632	0.892	0.681	0.2521	Valid
6	0.801	0.676	0.666	0.2521	Valid
7		0.875	0.678	0.2521	Valid
8		0.741	0.601	0.2521	Valid
9		0.676	0.616	0.2521	Valid
10		0.886	0.6	0.2521	Valid
11			0.674	0.2521	Valid
12			0.685	0.2521	Valid

Source: Results from SPSS 25, Year 2026.

After conducting a validity test on each item of the questionnaire statement for the variables of workload, work motivation, and work productivity, it was found that all the statement items in the questionnaire were declared valid, because the $r_{\text{calculated}} > r_{\text{table}}$ for all the statements was $> r_{\text{table}}$ (0.2521).

After conducting the validity test, the next step is to conduct a reliability test. Reliability testing is used to determine the consistency of the data collection instrument in measuring the

research variables. Reliability testing is performed using the *Cronbach's Alpha coefficient*, with a value greater than 0.60 being the criterion for determining the reliability of the research instrument.

Table 4. Results of the Reliability Test of Workload, Work Motivation, and Work Productivity of Members of the Criminal Investigation Unit of the XYZ Police

Variable	Cronbach Alpha	N Of items	Results
X1 Workload	0.900	6	0.60
X2 Work Motivation	0.925	10	0.60
Y Work Productivity	0.926	12	0.60

Source: Results from SPSS 25, Year 2026

the *Cronbach's Alpha* value in the *Reliability Statistics* table was compared with the minimum limit value of 0.60. Based on the test results, the workload variable obtained a *Cronbach's Alpha* value of 0.900 (> 0.60), the work motivation variable obtained a Cronbach's Alpha value of 0.925 (> 0.60), and the work productivity variable obtained a Cronbach's Alpha value of 0.926 (> 0.60). Thus, all statement items in the questionnaire for the three variables were declared reliable because they met the reliability criteria.

The Influence of Workload and Work Motivation on the Work Productivity of Members of the Karawang Police Criminal Investigation Unit

This study used descriptive statistical analysis by calculating the average score of respondents' answers based on predetermined indicators. The results of this analysis were used to provide an overview of the condition of each variable studied.

Table 5. Respondents' Attitude Criteria Regarding Workload, Work Motivation, and Work Productivity Variables

INTERVAL	WORKLOAD	WORK MOTIVATION	WORK PRODUCTIVITY
1.00 – 1.80	Totally Inappropriate	Very Low	Very Low
1.81 – 2.60	It is not in accordance with	Low	Low
2.61 – 3.40	Quite Appropriate	Currently	Currently
3.41 – 4.20	In accordance	Tall	Tall
4.21 – 5.00	Very Suitable	Very high	Very high

Furthermore, this study employed an associative method with a quantitative approach. Data analysis was conducted using multiple linear regression and the coefficient of determination. Guidelines for interpreting the coefficient of determination are presented in the following table.

Table 6. Guidelines for Interpreting the Coefficient of Determination

COEFFICIENT INTERVAL	LEVEL OF INFLUENCE
$\leq 4\%$	Very Low Influence
5%-16.99%	Low But Definite Influence
17%-49.99%	Significant Influence
50%-80.99%	High or Strong Influence
$\geq 81\%$	Very High Influence

Source : Fitrianigsih & Budiansyah (2019)

Furthermore, A calculation was carried out on respondents' responses regarding the workload variable, which consists of three variables and six statements. Based on the calculation

results, the total average value of respondents' responses to the workload variable was obtained as follows:

Table 7. Total Average Respondent Responses to Statements Regarding Workload Variables

SUB VARIABLES	TOTAL AVERAGE	CRITERIA
Working Conditions	3.37	In accordance
Use of Working Time	3.64	In accordance
Targets to be achieved	3.42	In accordance
TOTAL AVERAGE SCORE	$(3.37+3.64+3.42)/3= 3.47$	
WORKLOAD	In accordance	

After calculating the total average of each workload variable of the members of the Karawang Police Criminal Investigation Unit , the overall average total score was 3.64, which falls into the appropriate criteria. The lowest criterion is very inappropriate, and the highest is very appropriate. This is indicated by the variable with the lowest average value in the respondents' responses to statements regarding the workload variable with the working conditions variable , which is 3.37 with the appropriate criteria . Meanwhile, the variable with the highest average value is in the use of working time variable , which is 3.64 with the appropriate criteria . Overall, the workload variable obtained a total average of 3.47 which falls into the appropriate criteria . These results indicate that the workload of members of the Karawang Police Criminal Investigation Unit has been implemented in accordance with the assigned job requirements. This aligns with Koesomowidjojo's (2021) opinion, which explains that workloads need to be adjusted to workers' abilities to ensure effective and efficient work.

Next, calculations were performed on respondents' responses to the work motivation variables, which consist of five variables and ten statements. Based on the calculations, the total average value of respondents' responses to the work motivation variables was as follows:

Table 8. Total Average Respondent Responses Regarding Work Motivation Variables

SUB VARIABLES	TOTAL AVERAGE	CRITERIA
The work itself	4.36	Very high
Success	4.20	Tall
Confession	4.29	Very high
Responsibility	4.26	Very high
Self-Potential Development	4.37	Very high
TOTAL AVERAGE SCORE	$(4.36 + 4.20 + 4.29 + 4.26 + 4.37)/5 = 4.29$	
WORK MOTIVATION	Very high	

Based on the table above, the total average of each work motivation variable of members of the Karawang Police Criminal Investigation Unit , overall, has a total average score of 4.29, which is included in the very high criteria. So the lowest criteria are very low, and the highest is very high. This is indicated by the lowest average value variable in the respondents' responses to statements regarding the work motivation variable with the success sub-variable , which is 4.20 with high criteria . Meanwhile, the sub-variable with the highest average value is in the self-potential

development variable , which is 4.37 with very high criteria . Overall, the work motivation variable obtained a total average of 4.29 which is included in the very high criteria . Overall, high work motivation indicates that members are driven to achieve success, gain recognition, increase responsibility, and develop their potential in carrying out their work. This aligns with Hasibuan (2020), who stated that factors that can influence work motivation include the work itself, success, recognition, responsibility, and developing personal potential.

Table 9. Total Average Respondent Responses Regarding Work Productivity Variables

SUB VARIABLES	TOTAL AVERAGE	CRITERIA
Ability	4.25	Very Capable
Improve the results achieved	4.23	Very Capable
Spirit at work	4.31	Very excited
Self-development	4.26	Very Capable
Quality	4.45	Very Capable
Efficient	4.28	Very Capable
TOTAL AVERAGE SCORE	(4.25+4.23+4.31+4.26+4.45+4.28) /6= 4.30	
WORK PRODUCTIVITY	Very high	

Based on the table of the total average of each variable of work productivity of members of the Karawang Police Criminal Investigation Unit , the overall total average score is 4.30, which is included in the very high criteria. So the lowest criteria are very low, and the highest is very high. The sub-variable with the lowest average value is in the respondents' responses to statements regarding the work productivity variable with the variable of increasing the results achieved , which is 4.23 with the criteria of very capable . While the variable with the highest average value is in the quality variable , which is 4.45 with the criteria of very capable . Overall, the work productivity variable obtained a total average of 4.30 which is included in the very high criteria . Overall, high work productivity indicates that members are able to improve work results, maintain work quality, develop self-abilities, and carry out tasks effectively and efficiently. These results are in accordance with the opinion of Sutrisno (2009), who explains that factors that influence work productivity include ability, increasing results achieved, work enthusiasm, self-development, quality, and efficiency.

Data Normality Test

Based on the results of the distribution normality analysis, The Effect of Workload and Work Motivation on the Work Productivity of Members of the Karawang Police Criminal Investigation Unit . Based on the results of the normality test, a significance value (sig.) of 0.063 > 0.05 was obtained, so it can be concluded that all data are normally distributed.

Multicollinearity Test

Based on the results of the multicollinearity test that has been carried out, a tolerance value of 0.963 was obtained. > 0.10 and a VIF value of 1.039 <10, it can be concluded that there is no correlation between the independent variables in the regression model .

Heteroscedasticity Test

Based on the results of the heteroscedasticity test, the significance value for the workload variable was $0.053 > 0.05$ and the significance value for the work motivation variable was $0.051 > 0.05$, so it can be concluded that the regression model does not experience symptoms of heteroscedasticity.

The Influence of Workload and Work Motivation on the Work Productivity of Members of the Criminal Research Unit (Satreskrim) of the Karawang Police Partially

To determine the effect of workload and work motivation on the work productivity of members of the Karawang Police Criminal Investigation Unit, it was continued with multiple linear regression analysis testing by referring to the regression determination coefficient value and the t-test results using the SPSS 25.0 program, and the following equation was obtained:

Table 10. t-test

Coefficients ^a								
		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics			
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	2,301	,985		2,337	,023		
	WORKLOAD	,144	,049	,115	2,941	,005	,963	1,039
	WORK MOTIVATION	1,028	,043	,927	23,672	,000	,963	1,039

a. Dependent Variable: WORK PRODUCTIVITY

Source: SPSS 25, 2026

After conducting the classical assumption test, it was continued with multiple linear regression analysis testing using the SPSS 25.0 program, and the following equation was obtained:

$$Y = 2.301 + 0.144x_1 + 1.028x_2$$

The Influence of Workload on the Work Productivity of Members of the Karawang Police Criminal Investigation Unit .

The workload regression coefficient is positive at 0.144, which means that an increase in workload is followed by an increase in the suitability of the work productivity capabilities of members of the Criminal Investigation Unit by 0.144. The contribution is unidirectional (positive), this indicates that the workload is appropriate, the work productivity of members is very high. The results of the study indicate that the workload has a positive and significant influence on the work productivity of members of the Karawang Police. This is evidenced by the results of the t-test which shows that the calculated t value of workload on work productivity is $2.337 > 2.002$ (table) with a significance value of $0.005 < 0.05$ indicating that H_a is accepted and H_o is rejected, meaning that the workload has a positive and significant influence on the work productivity of members of the Karawang Police Criminal Investigation Unit. Thus, the first hypothesis that the workload has a positive influence on member productivity can be accepted. This finding indicates that the more appropriate the workload applied, the more appropriate the high work productivity produced by members. The workload is carried out through work conditions, use of work time and targets to be achieved.

The Influence of Work Motivation on the Work Productivity of Members of the Karawang Police Criminal Investigation Unit .

The regression coefficient of work motivation is positive at 1.028, which means that an increase in work motivation is followed by an increase in the work productivity of members of the Criminal Investigation Unit by 1.028. The contribution is unidirectional (positive), this indicates that work motivation is very high, so the work productivity of members is also very high . The results of the study indicate that work motivation has a positive and significant effect on the work productivity of members of the Criminal Investigation Unit of the Karawang Police. This is evidenced by the calculated t value of work motivation on work productivity of $23.672 > 2.002$ (t table) with a significance value of $0.000 < 0.05$ indicating that H_a is accepted and H_o is rejected, meaning that work motivation has a positive and significant effect on the work productivity of members of the Criminal Investigation Unit of the Karawang Police. The second hypothesis that work motivation has a positive influence on the work productivity of members can be accepted. This finding shows that the higher the work motivation of members, the higher the drive from within to carry out work optimally at the high work productivity of members. Work motivation is carried out through the work itself, success, recognition, responsibility, and development of self-potential.

The Influence of Workload and Work Motivation on the Work Productivity of Members of the Karawang Police Criminal Investigation Unit Simultaneously

To determine the influence of workload and work motivation on the work productivity of members of the Karawang Police Criminal Investigation Unit . simultaneously, The coefficient of determination (R^2) analysis was carried out . The results of data processing using multiple linear regression analysis with the help of SPSS version 25 are as follows:

Table 11. Value of Determination Coefficient

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	,956 ^a	,914	,911	1.15366
a. Predictors: (Constant), WORK MOTIVATION, WORK LOAD				
b. Dependent Variable: WORK PRODUCTIVITY				

Source: SPSS 25, 2026

Based on the calculation results using the SPSS 25.0 program, it shows that *the R square* (determination coefficient) (R^2) is 0.914 in the interpretation guidelines for the determination coefficient, the value (d) of 91.4% can be interpreted that workload and work motivation simultaneously influence the work productivity of members of the Karawang Police Criminal Investigation Unit. with a very high level of influence. Meanwhile, 8.6% is influenced by other factors that were not studied .

Table 12. F Test

ANOVA ^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	823,749	2	411,875	309,465	,000 ^b
	Residual	77,194	58	1,331		
	Total	900,943	60			

a. Dependent Variable: WORK PRODUCTIVITY

b. Predictors: (Constant), WORK MOTIVATION, WORK LOAD

Source: SPSS 25, 2026

The results of this study indicate that the work productivity of members is not only influenced by one factor, but is the result of the interaction of various factors within the agency. However, based on the results of partial testing, workload and work motivation are proven to be factors that influence the work productivity of members of the Karawang Police Criminal Investigation Unit. Therefore, the agency needs to continue to support the optimal achievement of the objectives of the Karawang Police Criminal Investigation Unit. Based on the results of the F test, the calculated F value of $309.465 > 3.156$ (F table) with a significance value of $0.000 < 0.05$ indicates that H_a is accepted and H_o is rejected, meaning that workload and work motivation simultaneously have a significant effect on the productivity of members of the Karawang Police Criminal Investigation Unit.

CONCLUSION AND SUGGESTIONS

Conclusion

Based on the results of the research and discussion regarding the influence of workload and work motivation on the work productivity of members of the Criminal Investigation Unit (Satreskrim) of the Karawang Police, it can be concluded that this study provides an overview of the conditions of workload, work motivation, and work productivity of members of the Criminal Investigation Unit (Satreskrim) of the Karawang Police. The results of the study indicate that the workload of members is included in the appropriate criteria, the work motivation of members is included in the very high criteria, and the work productivity of members based on the perception of their direct superiors is included in the very high criteria. Based on these results, the following conclusions can be drawn:

1. Respondents' responses to the workload of members of the Criminal Research Unit (Satreskrim) of the Karawang Police are included in the Appropriate criteria.
2. Respondents' responses to the work motivation of members of the Criminal Research Unit (Satreskrim) of the Karawang Police are included in the very high criteria.
3. The work productivity of members of the Criminal Research Unit (Satreskrim) of the Karawang Police, based on the perception of their direct superiors, falls within the very high criteria.
4. The influence of workload and work motivation on the work productivity of members of the Criminal Research Unit (Satreskrim) of the Karawang Police, both partially and simultaneously:
 - a. Workload has a positive effect on the work productivity of members of the Criminal Research Unit (Satreskrim) of the Karawang Police.
 - b. Work motivation has a positive influence on the work productivity of members of the Criminal Research Unit (Satreskrim) of the Karawang Police.
 - c. Workload and work motivation influence the work productivity of members of the Criminal Research Unit (Satreskrim) of the Karawang Police.

Suggestion

Based on the research results that have been described, the researcher proposes several suggestions for future researchers and for members of the Criminal Investigation Unit (Satreskrim) of the Karawang Police as a consideration in formulating policies and making decisions regarding the workload, work motivation, and work productivity of members of the Criminal Investigation Unit (Satreskrim) of the Karawang Police. The suggestions given are as follows:

1. Suggestions for the Criminal Research Unit (Satreskrim) of the Karawang Police.
 - a. Based on respondents' responses, the workload of members of the Criminal Investigation Unit (Satreskrim) of the Karawang Police Department has been found to meet the appropriate criteria. Therefore, it must be maintained and improved through appropriate working conditions, time management, and targets to ensure a balanced workload and the continued high productivity of members of the Criminal Investigation Unit (Satreskrim) of the Karawang Police Department.
 - b. Based on respondents' responses, the work motivation of members of the Criminal Investigation Unit (Satreskrim) of the Karawang Police Department is already included in the very high criteria. Therefore, it must be maintained and improved through the work itself, success, recognition, responsibility, and self-development so that the work motivation of the Criminal Investigation Unit (Satreskrim) of the Karawang Police Department is maintained and work productivity is high and the unit's goals are achieved effectively and efficiently.
 - c. Based on the perception of the direct superior regarding the statement regarding the work productivity of members of the Criminal Investigation Unit (Satreskrim) of the Karawang Police, it is included in the very high criteria. Therefore, this condition needs to be maintained and improved through capabilities, increasing the results achieved, work enthusiasm, self-development, quality, and efficiency in the use of resources so that the work productivity of members of the Criminal Investigation Unit (Satreskrim) of the Karawang Police can continue to increase very high and support the achievement of agency goals optimally.
2. Suggestions for Further Research

For future researchers, the results of this study can be used as a reference for research related to workload, work motivation, and work productivity. Further research is recommended to include other variables that can influence work productivity and utilize the latest theories from various experts to broaden knowledge and develop research in the same field.

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CONSTITUTION:

-----Article 13 of Law Number 2 of 2002 concerning the Republic of Indonesia National Police.

Police Regulation

-----Republic of Indonesia National Police Regulation Number 2 of 2021.