

## **ABSTRACT**

Management activities of a company will run well if the company has human resources who have high knowledge, abilities, and skills and have the skills to manage the company well. Performance is important because the benefits are very important for the goals of a company. The company expects its employees to have good performance for the company in accordance with the skills and responsibilities that the company has given to employees. Working hours and workload are factors that affect employee performance. The purpose of this study was to determine the effect of working hours and workload on employee performance at PT KB Finansia Multi Finance Malang Branch. The data in this study were obtained from 48 respondents of employees of PT KB Finansia Multi Finance Malang Branch. The type of research used was explanatory research, with a quantitative approach. The sampling technique was using non-probabilty sampling and the sampling technique was using total sampling. Data analysis was using multiple linear regression. The results showed that working hours had a significant positive effect on employee performance and workload had no effect on employee performance. The recommendation for the company was to pay more attention to working hours and workloads given to employees so that they can support employee performance.

**Keywords: working hours, workload, employee performance**