ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh beban kerja, motivasi kerja dan kerjasama tim terhadap kinerja pegawai Puskesmas Kecamatan Salem. Sampel dalam penelitian ini berjumlah 98 orang. Teknik pengambilan sampel ini menggunakan teknik simple random sampling dengan menggunakan rumus slovin. Teknik analisis data dalam penelitian ini dilakukan dengan menggunakan metode analisis deskriptif, uji asumsi klasik, regresi linear berganda dan uji instrumen bantuan SPSS v 29. Hasil menunjukkan bahwa beban kerja berpengaruh positif terhadap kinerja pegawai, motivasi kerja berpengaruh positif terhadap kinerja pegawai, kerjasama tim berpengaruh positif terhadap kinerja pegawai.

**Kata kunci:** Beban Kerja, Motivasi Kerja, Kerjasama Tim, Kinerja Pegawai

***ABSTRACT***

*This study aims to determine the effect of workload, work motivation and teamwork on the performance of employees of the Salem District Health Center. The sample in this study amounted to 98 people. This sampling technique uses simple random sampling technique using the slovin formula. Data analysis techniques in this study were carried out using descriptive analysis methods, classical assumption tests, multiple linear regression and the SPSS v 29 assistance instrument test. The results showed that workload had a positive effect on employee performance, work motivation had a positive effect on employee performance, teamwork had an effect positive on employee performance*.

***Keywords:*** *Workload, Work Motivation, Teamwork, Employee Performance*