

ABSTRACT

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THE EFFECT OF WORKLOAD AND SUPERVISION SYSTEM
OPTIMIZATION ON EMPLOYEE PERFORMANCE THROUGH
DIGITALIZATION AT PT. BANDAR BUKIT BARISAN

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Keywords: Workload, Supervisory System Optimization, Employee Performance, Digitalization System, PT. Bandar Bukit Barisan

Based on the analysis and discussion, it can be concluded that supervisory system optimization significantly influences employee performance, with digitalization acting as a mediating variable that strengthens this influence. An effectively implemented supervisory system can improve discipline, accuracy, and efficiency in task execution. However, this influence is maximized when the supervisory system is integrated with digital technology.

Digitalization in supervision enables the monitoring process to be carried out in real time, objectively, and well-documented. This facilitates management in conducting evaluations and making data-driven decisions. Employees are also encouraged to work in a more structured and responsible manner. Therefore, digitalization is not just a tool, but a key strategy for strengthening oversight functions and driving improved employee performance.