

The Effect of Salary, Work Motivation, Workload, Work Period and Work Experience on Employee Performance at Plantation Area Company (PDP)

Kahyangan Sumberpandan Garden Jember Regency

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ABSTRACT

The purpose of this study was to explain the effect of salary, work motivation, workload, years of service and work experience on employee performance at the Regional Plantation Company (PDP) Kahyangan Sumberpandan Garden Jember Regency. This research method uses quantitative methods with data processing using IBM SPSS with data analysis techniques in the form of multiple linear regression analysis. The source of data in this study is primary data in the form of a questionnaire with a Likert scale. The population in this study were all employees of PDP Kahyangan Sumberpandan Gardens, Jember Regency. The sample in this study used a purposive sampling technique with 50 employees. The results of this study indicate that salary has a significant effect on employee performance, while work motivation, workload, years of service and work experience have no significant effect on employee performance.

Keywords : Salary, Work Motivation, Workload, Years of Work, Work Experience, Employee Performance