

***The Influence of Surveillance, The Discipline of work, Work Environment
Toward Performance Employee Of The Vanname Shrimp Farm
CV.Alam Citra Sarana Intim***

Muhammad Fiqri Muharik
Study Program of Agro-Industry Management
Majoring of Agribusiness Management

ABSTRACT

The most important part in realizing a company or organization so that the activities carried out can be organized and appropriate are its human resources. Employees in the company must have the ability and knowledge in each field so that the company runs optimally on all sides of the company and divisions. Aspects such as supervision, discipline and work environment can affect the quality of employee performance. Company CV Alam Citra Sarana Intam has a total of 30 employees in all fields and is evenly distributed in each field, and the number of operating and producing ponds is 18 ponds. Both primary and secondary data were used in this study with SPSS 26.0 for windows software as a tool in analyzing data using multiple regression. The results obtained from this study are: (1) simultaneously the independent variables namely Supervision (X1), Work Discipline (X2), Work Environment (X3) influence the dependent variable, namely employee performance (Y). (2) the variable of Supervision (X1) partially has no effect, but the variable of Work Discipline (X2) and Work Environment (X3) has an influence on employee performance (Y). (3) The variable that has the dominant influence is work discipline (X2).

Keywords: Supervision, Work Discipline, Work Environment, Employee Performance