

**ANALYSIS OF FACTORS AFFECTING EMPLOYEE PERFORMANCE IN
PLANTATIONS PT JA WATTIE
JEMBER DISTRICT**

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ABSTRACT

Performance is a crucial aspect for organizations, particularly employee performance, which can drive companies towards achieving their desired goals. Therefore, human resource management must maintain, supervise, and evaluate each employee. This study aims to analyze and examine the simultaneous and partial effects of work stress, workload, and work discipline on the performance of employees in the drying department of PT JA WATTIE's plantation in Jember Regency. Additionally, it seeks to determine the most influential variable on employee performance at PT JA WATTIE's plantation. The data collection methods used in this study are interviews, questionnaires, and observations. The respondents consist of 77 employees from the drying department of PT JA WATTIE's plantation in Jember Regency. The data analysis was conducted using multiple linear regression analysis, determination analysis, F-test, and t-test. The results of the data analysis using SPSS version 26 showed that the independent variables consisting of work stress (X1), workload (X2), and work discipline (X3) simultaneously had a significant impact on the dependent variable of employee performance (Y) in the drying department of PT JA WATTIE's plantation in Jember Regency. Partially, work stress (X1), workload (X2), and work discipline (X3) had a significant impact on employee performance (Y) in the drying department of PT JA WATTIE's plantation in Jember Regency. The dominant variable affecting employee performance (Y) in the drying department of PT JA WATTIE's plantation in Jember Regency was work discipline (X3) with the highest t-value of 6.838 and the lowest significance value of 0.000.

Keywords: Work Stress, Workload, Work Discipline, and Employee Performance.