PENGARUH PENGAWASAN KERJA, KOMPENSASI KERJA, DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN DI PT BALI MAYA PERMAI *FOOD* (*CANNING INDUSTRY* JEMBRANA BALI
THE EFFECT OF WORK SUPERVISION, WORK COMPENSATION, AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT BALI MAYA PERMAI FOOD CANNING INDUSTRY JEMBRANA BALI)

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ABSTRACT

Human resource management is one of the important aspects in the success of a company. Human resource management is responsible for managing, developing, and motivating employees to maximize their contributions in achieving the company's goals. High-performing, committed, and highly dedicated employees will have a positive impact on the company's productivity and create significant added value. This employee contribution process is supported by various factors, such as work supervision, work compensation, and the work environment. PT Bali Maya Permai Food Canning Industry has many work divisions. Both primary and secondary data are used in this research, with SPSS 21.0 for Windows as a tool to assist in analyzing the data using multiple regression. The results obtained from this research are: (1) the multiple linear regression equation obtained is $Y = 2.215 + 0.065X1 - 0.037X2 + 0.888X3 + e$. The F-test results show that the independent variables simultaneously have a significant effect on the dependent variable. (2) The work supervision variable (X1) partially affects the employee performance variable (Y). (3) The work compensation variable (X2) partially affects the employee performance variable (Y). (4) The work environment variable (X3) partially affects the employee performance variable (Y).

Keywords: *Work Supervision, Work Compensation, Work Environment, Employee Performance*