

# **INFLUENCE THE WORK ENVIRONMENT, WAGES, AND DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES IN GAGAK HITAM**

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## ***ABSTRACT***

*Human Resources is one of the capital and holds a most important role in achieving the company's goals. Influence on improving employee performance, including the working environment, wages and working discipline. The aim of this research are: 1). Analyze and examine the influence of the working environment, Wages and Work Discipline simultaneously on the performance of employees in “Gagak Hitam” Bondowoso. 2). Analyze and test the effect of Work Environment, Work Discipline Wages and partially on the performance of employees in Bondowoso Black Crow. 3). Analyze and examine which variables that have a dominant influence on the performance of employees in Bondowoso Black Crow. Data collection methods used in this study was the observation, questionnaire, interview, and literature study, while the number of respondents who used a sample of 75 respondents. The analysis technique used is multiple linear regression, analysis of determination, F test and t test. From the test results with SPSS 21 for windows can be concluded that the simultaneous test or F-test showed that the Work Environment, Wages, Work Discipline simultaneously significant effect on employee performance. Partial test or t test was obtained that the work environment, wages, working discipline significantly influence employee performance. Variables the dominant influence on employee performance is variable wage.*

*Keywords: work environment, wages, discipline and employee performance*