

**“The Influence of Labor Motivation, Labor Environment, and Compensation
on Employee Performance on Production Unit
At UD. Elza Putra Jember”**

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ABSTRACT

Competition in a Companies must have formidable resources. The resources needed to run the company cannot be seen as a stand-alone piece, but should be seen as a whole formidable form of synergy. This research is conducted at UD. Elza Putra Jember. The number of respondents used as sample is 48 respondents. The analysis technique used is multiple linear regression, analysis of determination, F test and t test. Results shows that (1) Motivation Variable (X_1) significantly influences the employee performance (Y) on the production at UD. Elza Putra Jember (2) labor environment Variable (X_2) significantly influences the employee performance (Y) on the production at UD. Elza Putra Jember (3) Labor Compensation Variable (X_3) significantly influences the employee performance (Y) on the production at UD. Elza Putra Jember. (4) F test show that variables of labor motivation (X_1), Labor Environment (X_2), and Labor Compentation (X_3) simultaneously have significant effect to the employee performance (Y) on the production at UD. Elza Putra Jember (5) The most dominant variable in influencing employee performance (Y) on the production at UD. Elza Putra Jember is Labor Compensation variable (X_3).

Keywords: Employee Performance, Labor Discipline, Labor Motivation,
Labor Environment, Labor Compensation.