

**The Influence of Job motivation, Job environment and Job discipline to
employee performance of production department in PT. Perkebunan
Nusantara XII BanjarsariJember**

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ABSTRACT

Employee performance is important for a company to achieve its goals. There are some factors that affect the employee performance. They are job motivation, job environment and job discipline. Through attending the job motivation, job environment and job discipline, wishing that the employee can increase their performance in company. This study is conducted in PT. Perkebunan Nusantara XII Banjarsari, Jember Regency. The data collecting method used are interview, questioner, observation and study of literature. The amount of sample is thirty five respondents. The analysis technique used is linear regression, determination, F test and T test. Based on the result of test by using SPSS 25.00 for windows can be concluded that (1) work motivation (X1), work environment (X2), and work discipline (X3) in unison are significantly affected to the employee performance (Y) in Production department of PT. Perkebunan Nusantara XII Banjarsari, Jember Regency. (2) Work motivation (X1), work environment (X2), and work discipline (X3) in partial are significantly affected to the employee performance (Y) in Production department of PT. Perkebunan Nusantara XII Banjarsari, Jember Regency. (3) the most dominant variable in affecting the employee performance (Y) in Pt. Perkebunan Nusantara XII Banjarsari, Jember Regency is work motivation (X3).

Keywords: Job motivation, Job environment, Job discipline and employee performance