

THE FACTORS WHICH AFFECT THE PERFORMANCE OF EMPLOYEES AT PTPN XII KEBUN RENTENG AFDELING RAYAP DISTRICT OF JEMBER

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ABSTRACT

The aim of this study was to determine the effect of working environment, motivation, compensation and working discipline to the performance of the employee at PTPN XII Kebun Renteng Afdeling Rayap Kabupaten Jember. This study conducted by using 300 casual employees of populations. The sample in this study was used by randomized sampling with 75 respondents. The data was used in this study were primary data and secondary data. This study designed by Multiple Linear Regression Analysis with classic assumption testing by using SPSS 21.0 program for Windows. The Results of this study were based on the t test showed that the variables that gave significantly effect to the employee performance were motivation and working discipline. While the variable did not give significant effect on employee performance is working environment and compensation. Based on the test F test it showed that working environment, motivation, compensation and working discipline gave significantly effect to the employee performance and the most dominant variable that gave effect to the employee performance was working discipline.

Keywords: *Working Discipline, Employees Performance, Compensation, Working Environment, Motivation*