

The Influence of Employee Personality, Work Discipline, Work Motivation and Work Environment on Employee Performance CV. MADCHAN (MDC) Group Lamongan,

***By: Yosita Eka Novianti
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Management Study Program, Faculty of Economics, Darul 'Ulum Lamongan

ABSTRACT

This study aims to determine the influence of employee personality, work discipline, work motivation and work environment on the performance of CV employees. MADCHAN (MDC) Group Lamongan either partially or simultaneously. This study used a quantitative method with a sample of 76 respondents, while the technique used in the sample collection was Purposive Sampling. The analytical method used in this research is validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis test, coefficient of determination test (R^2). From the results of the analysis, it was obtained that the partial t test for employee personality variables t count $(-1,287) < t$ table $(1,933)$ with a significant value of $0.202 > 0.05$, partially employee personality has no positive and significant effect on employee performance. Work discipline variable t count $(3.101) > t$ table (1.933) with a significant value of $0.003 < 0.05$ partially work discipline has a positive and significant effect on employee performance. Work motivation variable t count $(2.618) > t$ table (1.933) with a significant value of $0.011 < 0.05$ partially work motivation has a positive and significant effect on employee performance. Work environment variable t count $(2,750) > t$ table $(1,933)$ with a significant value of $0.008 < 0.05$ partially the work environment has a positive and significant effect on employee performance. Based on the simultaneous f test, it can be seen that f count $(298,981) > f$ table (2.50) . It can be stated simultaneously employee personality (X_1), work discipline (X_2), work motivation (X_3) and work environment (X_4) affect employee performance (Y).

Keywords: Employee Personality, Work Discipline, Work Motivation, Work Environment and Employee Performance

Pengaruh Kepribadian Karyawan, Disiplin Kerja, Motivasi Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan CV. MADCHAN (MDC) Group Lamongan

**Oleh : Yosita Eka Novianti
2023**

**Mahasiswa Jurusan Manajemen Fakultas Ekonomi Universitas Islam Darul
‘Ulum Lamongan**

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepribadian karyawan, disiplin kerja, motivasi kerja dan lingkungan kerja terhadap kinerja karyawan CV. MADCHAN (MDC) Group Lamongan baik secara persial maupun simultan. Penelitian ini menggunakan menggunakan metode kuantitatif dengan sampel 76 responden, sedangkan teknik yang digunakan dalam pengampilan sampel yakni *Puposive Sampling*. Metode analisis yang digunakan pada penelitian ini yakni uji validitas, uji reliabilitas, uji asumsi klasik, analisis agresi linier berganda, uji hipotesis, uji koefisien determinasi (R^2). Dari hasil analisis yang didapat uji t persial variabel kepribadian karyawan $t_{hitung} (-1.287) < t_{tabel} (1.933)$ dengan nilai signifikan sebesar $0,202 > 0,05$ secara persial kepribadian karyawan tidak berpengaruh positif dan signifikan terhadap kinerja karyawan. Variabel disiplin kerja $t_{hitung} (3.101) > t_{tabel} (1.933)$ dengan nilai signifikan sebesar $0,003 < 0,05$ secara persial disiplin kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. Variabel motivasi kerja $t_{hitung} (2.618) > t_{tabel} (1.933)$ dengan nilai signifikan sebesar $0,011 < 0,05$ secara persial motivasi kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. Variabel lingkungan kerja $t_{hitung} (2.750) > t_{tabel} (1.933)$ dengan nilai signifikan sebesar $0,008 < 0,05$ secara persial lingkungan kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. Berdasarkan uji f simultan, terlihat bahwa $f_{hitung} (298.981) > f_{tabel} (2.50)$. Dapat dinyatakan secara simultan kepribadian karyawan (X1), disiplin kerja (X2), motivasi kerja (X3) dan lingkungan kerja (X4) berpengaruh terhadap kinerja karyawan (Y).

Kata kunci: Kepribadian Karyawan, Disiplin Kerja, Motivasi Kerja, Lingkungan Kerja dan Kinerja Karyawan.