

ABSTRAK

Penelitian ini dilakukan berdasarkan fenomena yang terjadi bahwa PT Industri Telekomunikasi Indonesia (Persero) belum dapat maksimal dalam menerapkan Karakteristik Individu dan Lingkungan Kerja terhadap Kinerja Pegawai. Penelitian ini bertujuan untuk mengetahui pengaruh Karakteristik Individu dan Lingkungan Kerja terhadap Kinerja Pegawai. Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan jumlah sampel 45 responden. Teknik pengumpulan data adalah observasi, wawancara, dan menyebarkan kuesioner. Metode analisis data yang digunakan adalah analisis regresi linier berganda, analisis korelasi berganda, dan analisis determinasi. Serta metode analisis menggunakan alat bantu SPSS version 25 (*Statistical Product and Service Solution*)

Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara Karakteristik Individu dan Lingkungan Kerja terhadap Kinerja Pegawai secara simultan sebesar 77% dan sisanya 23% dipengaruhi oleh variabel lain diluar variabel yang diteliti. Secara parsial besarnya pengaruh Karakteristik Individu terhadap Kinerja Pegawai sebesar 48% dan pengaruh Lingkungan Kerja terhadap Kinerja Pegawai sebesar 29%, sehingga dapat disimpulkan bahwa Karakteristik Individu memberikan pengaruh paling besar terhadap Kinerja Pegawai.

Kata Kunci: Karakteristik Individu, Lingkungan Kerja, dan Kinerja Pegawai

ABSTARCT

This research was conducted based on the phenomenon that occurred that PT Industri Telekomunikasi Indonesia (Persero) had not been able to maximize individual characteristics and work environment on employee performance. This study aims to determine the effect of individual characteristics and work environment on employee performance. The research method used is descriptive and verification with a sample of 45 respondents. Data collection techniques are observation, interviews, and distributing questionnaires. The data analysis method used is multiple linear regression analysis, multiple correlation analysis, and determination analysis. As well as analysis methods using SPSS version 25 (Statistical Product and Service Solution) tools

The results showed that there was a positive and significant influence between individual characteristics and the work environment on employee performance simultaneously by 77% and the remaining 23% was influenced by other variables outside the variables studied. Partially, the influence of individual characteristics on employee performance is 48% and the influence of the work environment on employee performance is 29%, so it can be concluded that individual characteristics have the greatest influence on employee performance.

Keywords: Individual Characteristics, Work Environment, and Employee Performance