ABSTRACT

ANALYSIS OF THE FACTORS THAT EFFECT THE PERFORMANCE OF EMPLOYEES AT THE CAKE FACTORY CV FAWAS JAYA MEDAN

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Performance is an achievement and ability are achieved by a person in accordance with the responsibilities given to him. Human resource is the most important factor in organization or company. The involvement of human resources within the company implemented in the form of labor, employee or employees. However sophisticated facilities and infrastructure of a company is difficult both developed and developing. Resources owned by the company such as capital, methods, machines could not provide optimum result if not supported by human resources that have optimum performance. Employee performance are influenced by some factors, such as salaries, working environment, leadership and organizational culture.

This study aims to determine the most dominant factor in determining the performance in the cake factory CV Fawas Jaya Medan. Samples in this study were all employees at the cake factory CV Fawas Jaya Medan as many as 80 people. The method used is quantitative descriptive approach. Analysis of the data in this study using multiple linear regression analysis. This analysis aims to predict changes in the value of the dependent variable due to the influence of the independent variables.

The result obtained regression equation $Y = a + bX_1 + cX_2 + dX_3 + eX_4$ $Y = 14,934 + 0,068 X_1 + 0,214 X_2 + 0,270 X_3 + 0,317 X_4$. The result showed that salary, working environment, leadership and organizational culture have positive and significant impact to the employee performance. The most dominant factor that effect of employee performance are organizational culture regression coefficient of 0.317, then the leadership of 0.270, then the working environment of 0.214, and the last is the salary of 0.068. Hypothesis testing using t test is showing that the four independent variables are how salary (X1), working environment (X2), leadership (X3) and organizational culture (X4) on partial positively and significantly effect the dependent variable is the employee performance (Y). Then, from the F test is showing that the variables salary, working environment, leadership and organizational culture are simultaneously influenced
employee performance. And the result of determination coefficient (adjusted R Square) showed that 50.2% variation employee performance can be explained by salary, working environment, leadership and organizational culture. While the rest of 49.8% was explained by other variables outside of the four variables used in the research. Based on research result, it can be concluded that the increase in variable salary, working environment, leadership and organizational culture may increase the performance of employees at the cake factory CV Fawas Jaya Medan.

Keyword : employee performance ,salary , working environment , leadership and organizational culture