

**THE INFLUENCE OF WORK ENVIRONMENT AND WORK
EXPERIENCE ON EMPLOYEES PERFORMANCE IN MICRO, SMALL
AND MEDIUM ENTERPRISES LANGGENG PRODUCTION**

A. Wahyu Saiful Ma'arif
NIM. 041910042

ABSTRAK

This study aims to determine: (1) the effect of work environment and work experience on employee performance partially (2) the effect of work environment and work experience on employee performance simultaneously, (3) determine the variable that has the most dominant effect on employee performance.

The research method used in this study is a quantitative method. The population of this research was taken from umkm employees of Langgeng Production. The sample in this study amounted to 64 respondents, in this study using analysis tools validity test, reliability test, classic assumption test, coefficient of determination test, multiple linear regression test, t test and F test.

The results of this study indicate (1) work environment (X_1) has a significant effect on employee performance with a value of $t_{count} > (5,217 > 199897)$, work experience (X_2) has a significant effect on employee performance (Y) with a value of $t_{count} > t_{table} (3.846 > 199897)$, (2) work environment (X_1) and work experience (X_2) has a significant effect on employee performance (Y) with a significance value of $0.000 < 0.05$ and an F value $count > F_{table} (33.953 > 3.148)$, (3) the work environment variable has the most dominant effect on employee performance as evidenced by the t value $count$ work environment variables (5.217) and work experience (3.846).

Keywords: *Work Environment, Work Experience, Employee Performance.*

PENGARUH LINGKUNGAN KERJA DAN PENGALAMAN KERJA TERHADAP KINERJA KARYAWAN UMKM LANGGENG PRODUCTION

A. Wahyu Saiful Ma'arif
NIM. 041910042

RINGKASAN

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh lingkungan kerja dan pengalaman kerja terhadap kinerja karyawan secara parsial (2) pengaruh lingkungan kerja dan pengalaman kerja terhadap kinerja karyawan secara simultan, (3) mengetahui variabel yang berpengaruh paling dominan terhadap kinerja karyawan.

Metode penelitian yang digunakan pada penelitian ini adalah metode kuantitatif. Populasi penelitian ini diambil dari karyawan umkm Langgeng Production. Sampel dalam penelitian ini berjumlah 64 responden, dalam penelitian ini menggunakan alat analisis uji validitas, uji reliabilitas, uji asumsi klasik, uji koefisien determinasi, uji regresi linear berganda, uji t dan uji F.

Hasil dari penelitian ini menunjukkan (1) lingkungan kerja (X_1) berpengaruh signifikan terhadap kinerja karyawan dengan nilai $t_{hitung} > (5,217 > 1,99897)$, pengalaman kerja (X_2) berpengaruh signifikan terhadap kinerja karyawan (Y) dengan nilai $t_{hitung} > t_{tabel} (3,846 > 1,99897)$, (2) lingkungan kerja (X_1) dan pengalaman kerja (X_2) berpengaruh signifikan terhadap kinerja karyawan (Y) dengan nilai signifikansi sebesar $0,000 < 0,05$ dan nilai $F_{hitung} > F_{tabel} (33,953 > 3,148)$, (3) variabel lingkungan kerja berpengaruh paling dominan terhadap kinerja karyawan dibuktikan dengan nilai t_{hitung} variabel lingkungan kerja (5,217) dan pengalaman kerja (3,846).

Kata Kunci: *Lingkungan Kerja, Pengalaman Kerja, Kinerja Karyawan.*