

ABSTRACT

This study examines the influence of individual characteristics and organizational characteristics on the performance of employees at PT. Multi Bintang Indonesia Tbk. Primary data was collected through questionnaires by the respondents. The method of data processing using multiple linear regression and correlation with the help of SPSS.

It was found that the individual characteristics and organizational characteristics influence positively and significantly on employees performance. Dimension of individual characteristics which have the strongest positive relationship with employees performance is the level of ability. While the dimension of organizations characteristics that have the strongest positive relationship with employees performance is the implementation of TPM.

PT. Multi Bintang Indonesia Tbk need to improve the ability of employees and further promote the implementation of TPM.

Keywords: *individual characteristics, organizational characteristics, employees performance.*

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ABSTRAK

Penelitian ini mengkaji pengaruh karakteristik individu dan karakteristik organisasi terhadap kinerja karyawan di PT. Multi Bintang Indonesia Tbk. Data primer dikumpulkan melalui pengisian kuesioner oleh responden. Metode pengolahan data menggunakan regresi linear berganda dan korelasi dengan bantuan SPSS.

Ditemukan bahwa karakteristik individu dan karakteristik organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Karakteristik individu yang memiliki hubungan positif paling kuat dengan kinerja karyawan adalah tingkat kemampuan. Sedangkan karakteristik organisasi yang memiliki hubungan positif paling kuat dengan kinerja karyawan adalah penerapan TPM.

PT. Multi Bintang Indonesia Tbk perlu meningkatkan kemampuan karyawannya dan lebih menggalakkan pelaksanaan TPM .

Kata kunci : Karakteristik individu, karakteristik organisasi, kinerja karyawan .

