

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh karakteristik individu lingkungan kerja, disiplin kerja terhadap kinerja karyawan PT. Asuransi Adira Dinamika. Populasi dalam penelitian ini adalah 70 karyawan PT. Asuransi Adira Dinamika. Sampel yang digunakan adalah sebanyak 40 karyawan. Metode pengumpulan data menggunakan studi pustaka dan kuisioner . Metode pengumpulan sampel menggunakan teknik *Purposive Sampling* sebanyak 40 responden karyawan tetap PT. Asuransi Adira Dinamika data diolah menggunakan (Smart PLS) versi 3.2.9. Hasil Analisa menunjukkan bahwa Karakteristik Individu berpengaruh terhadap kinerja karyawan PT. Asuransi Adira Dinamika. Lingkungan Kerja berpengaruh terhadap kinerja karyawan PT. Asuransi Adira Dinamika. Displin Kerja tidak berpengaruh terhadap kinerja karyawan PT. Asuransi Adira Dinamika. Hasil Analisa menunjukkan bahwa Karakteristik Individu berpengaruh signifikan terhadap kinerja karyawan. Lingkungan Kerja berpengaruh signifikan terhadap kinerja karyawan. Displin Kerja tidak berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci : Pengaruh Karakteristik individu, Lingkungan Kerja, Displin Kerja, dan Kinerja Karyawan



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ABSTRACT

This study aims to analyze the effect of Individual Characteristics, Work Environment, Work Discipline employees on the performance of the General Service Management Section at PT. Adira Dinamika Insurance. The population in this study were 70 employees of PT. Adira Dinamika Insurance. The sample used is as many as 40 employees. Data collection method using literature study, questionnaires and interviews, Sample collection method using a purposive sampling technique as many as 40 respondents permanent employees of PT. Asuransi Adira Dinamika Tbk. Data analysis method using (Smart-PLS) version 3.2.9. The result of the analysis show that the Individual Characteristics affect the performance of employees of PT. Adira Dinamika Insurance. Work Environment affect the performance of PT Adira Dinamika Insurance. Work Discipline has no effect on the performance of employees PT. Adira Dinamika Insurance. The results of the analysis show that Individuals Characteristics have a significant effect on employee performance, Work Environment have a significant effect on employee performance. Work Discipline doesn't have a significant effect on employee performance.

Keywords: Individual Characteristics Effect, Work Environment, Work Discipline and Employees Performance.



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