

## **ABSTRACT**

### **EFFECT OF EDUCATION INCENTIVES AND WORK ENVIRONMENT ON THE PERFORMANCE OF EMPLOYEES IN PT KARALIM PUTRA UTAMA BANDAR LAMPUNG**

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Aspects of human resources within each company plays an important role in its implementation and therefore companies need supervision and maintain good employee performance by fulfilling their needs. In fact a person's performance will be different from others. For the performance of each employee to increase needed a booster or a factor that can make the employee performance as expected by the company.

The performance of employees at PT Putra Utama Karalim experienced ups and downs in a year it can be seen from the sales target every month USD 850 million, - can only be achieved on average 90.91%. From the phenomenon that the problem can be formulated in this research is: "How big is the influence of education, incentives, and work environment on employee performance in PT Karalim Putra Utama in Bandar Lampung?"

This study aims to determine and analyze how big the influence of education, incentives, and work environment on employee performance in PT Karalim Putra Utama in Bandar Lampung. The hypothesis of this study states that the education variable (X1), incentive (X2) and the working environment (X3) has a significant influence on employee performance (Y). The analysis used the correlation using multiple linear regression formula. To test the hypothesis t test was used to (partially) and F test (simultaneous).

The results obtained regression equation  $Y = 3.625 + 0.525 (X1) + 0.604 (X2) + 0.358 (X3)$ , which indicates that if the factor of the higher education employees, the employee's performance will be increased by 0.525 with the assumption that the other independent variables in constant conditions. If the incentive factor

increases, the performance of employees will increase by 0.604 with the assumption that other independent variables in constant conditions. If the work environment increases, the performance will be increased by 0.358 with the assumption that other independent variables in constant conditions.

Large influence of the education variable (X1), incentive (X2) and the working environment (X3) on the performance was 79.9% ( $R^2 = 0.799$ ) while the rest influenced by other factors. This study concludes that there is influence jointly education variable (X1), incentive (X2), workplace (X3), affect employee performance (Y) because the values obtained  $F_{count} (41.041) > F_{table} (2.92)$ . There was partial effect of education variable (X1) obtained t count (3.434), incentive (X2) obtained tcount (5.203), workplace (X3) obtained t count (3.320), affect employee performance (Y) for each obtained value of t count  $> t_{table} (1.697)$  and obtained the value ( $R = 0.894$ )

This study suggests to companies for human resources should be in accordance with the terms previously specified. The result of respondents' answers indicate that the average educational level of employees is still low and therefore for the future the company can establish an appropriate recruitment policies between levels of education with work responsibilities given so hopefully the work done can be run properly.