

ABSTRACT

ANALYSIS THE INFLUENCE OF INDIVIDUAL CHARACTERISTICS ON HEADMAN'S PERFORMANCE

**(Study In Negeri Besar Village, Subdistrict of Negeri Besar,
Way Kanan Regency)**

By

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The individual characteristic is one of the factors that determine the success or the failure of the organization in realizing the high performance. The problem formulation of this research is to see "if there a significant influence between the individual characteristics on headmad's performance, Study in Negeri Besar Village, Subdistrict of Negeri Besar, Way Kanan regency". The purpose of this research to determine, describe, and analyze the influence of individual characteristics on headman's performance. Type of this research is explanatory research by using quantitative methods. The samples used were 94 respondents from the population of 1574 people by using probability sampling techniques. The data collection techniques used in this research a questionnaire. The data analysis technique used in this research is simple regression test. The results of this research show that individual characteristics have a significant influence on headman's performance with value F-Count is 29.401 bigger than F-Table is 2.76 and probability value is 0.000 smaller than alpha 0.10. Results of simple linear regression showed the equation $Y (\text{Performance}) = 19.099 + 1.090e$. This value has meaning constant value of performance if there's not independent variabel is individual characteristics is equal to 19.099, while the value of variable coefficients are 1.090. The contribution influence of individual characteristics on headmad's performance is equal to 0.242 or 24.2%, while the remaining is 75.8% (100-24.2%) influenced by other factors that was not examined in this research such as the organizational characteristics and work characterictics

Key words: Individual characteristic, influence, performance