ABSTRAK

Untuk dapat meningkatkan kinerja suatu perusahaan maka diperlukan peningkatan kinerja pegawainya, penelitian ini mempunyai tujuan untuk mengetahui serta menganalisis pengaruhnya pengalaman kerja, motivasi kerja, dan lingkungan kerja terhadap kinerja pegawai PT. Bank Tabungan Negara (Persero) Tbk Kantor Cabang Mojokerto. Dengan menggunakan sensus diperoleh sampel sebanyak 30 responden dan memakai metode Analisis Regresi Berganda diperoleh hasil pengujian yaitu telah lulus Uji Validitas dan Uji Reliabilitas serta lulus Uji Normalitas, Uji Heteroskedastisitas dan Uji Multikolinearitas. Persamaan regresi berganda yaitu $Y = 1,232 + 0,316.X_1 + 0,348.X_2 + 0,301.X_3$ dengan variabel dominan adalah motivasi kerja dan Koefisien Determinasi (*Adjusted R Square*) yaitu 0,944 atau 94,4% sedangkan 5,6% dipengaruhi oleh variabel lain. Kesimpulan penelitian yaitu: 1). Pengalaman kerja, motivasi kerja dan lingkungan kerja secara simultan memiliki pengaruh yang signifikan terhadap kinerja pegawai PT. Bank Tabungan Negara (Persero) Tbk Kantor Cabang Mojokerto. 2). Pengalaman kerja secara parsial memiliki pengaruh yang signifikan terhadap kinerja pegawai PT. Bank Tabungan Negara (Persero) Tbk Kantor Cabang Mojokerto. 3). Motivasi kerja secara parsial memiliki pengaruh yang signifikan terhadap kinerja pegawai PT. Bank Tabungan Negara (Persero) Tbk Kantor Cabang Mojokerto. 4). Lingkungan kerja secara parsial memiliki pengaruh yang signifikan terhadap kinerja pegawai PT. Bank Tabungan Negara (Persero) Tbk Kantor Cabang Mojokerto.

Kata Kunci: *Pengalaman Kerja, Motivasi Kerja, Lingkungan Kerja, Kinerja Pegawai*

ABSTRACT

To be able to improve the performance of a company, it is necessary to increase the performance of its employees, this study aims to determine and analyze the effect of work experience, work motivation, and work environment on the performance of employees of PT. State Savings Bank (Persero) Tbk Mojokerto Branch Office. By using the census, a sample of 30 respondents was obtained and using the Multiple Regression Analysis method, the test results were obtained, namely having passed the Validity Test and Reliability Test and passed the Normality Test, Heteroscedasticity Test and Multicollinearity Test. The multiple regression equation is $Y = 1.232 + 0.316.X1 + 0.348.X2 + 0.301.X3$ with the dominant variable being work motivation and the Coefficient of Determination (Adjusted R Square) which is 0.944 or 94.4% while 5.6% is influenced by other variables. The conclusions of the research are: 1). Work experience, work motivation and work environment simultaneously have a significant influence on the performance of employees of PT. State Savings Bank (Persero) Tbk Mojokerto Branch Office. 2). Work experience partially has a significant influence on the performance of employees of PT. State Savings Bank (Persero) Tbk Mojokerto Branch Office. 3). Work motivation partially has a significant effect on the performance of employees of PT. State Savings Bank (Persero) Tbk Mojokerto Branch Office. 4). The work environment partially has a significant influence on the performance of employees of PT. State Savings Bank (Persero) Tbk Mojokerto Branch Office.

Keywords: Work Experience, Work Motivation, Work Environment, Employee Performance