ABSTRACT

SULISTIYANTO. The influence of education, training, experience and compensation to the employee’s performance in production division of PT. Japfa Comfeed Indonesia Tbk. Poultry Breeding Division West 1 Region.(under advisory by Mudjiarto).

Nowadays, business competition that became tighter make the company confronted with challenge to maintain viability. The existence of human resource in the company has a very important role. Business domain nowadays forced to create high employee’s performance to company development. A company has to create and increase performance. In away of increasing employee’s performance, company takes some ways such as giving a proper compensation and training.

This research aimed to test empirically the effect of independent variable is education, training, experience and compensation either simultaneously or partially on the employee’s performance in PT. Japfa Comfeed Indonesia Tbk. Poultry Breeding Division West 1 Region. Sample that used in this research are PT. Japfa Comfeed Indonesia Tbk. Poultry Breeding Division West 1 Region employees with using purposive sampling method. Analysis that used in this research are validity test, reliability test, model test, regression. The data that had been processed produce multiple linear regression below:

\[ Y = 5.802 + 0.008X_1 + 0.174X_2 + 0.125X_3 + 0.427X_4 \]

Based on t-test were performed and the results can be seen that education is not a significant and positive effect on employee performance while training, experience and compensation positive and significant impact on performance. From this research, the independent variable most influential is the variable compensation.

Keywords: educational level, training, experience and compensation.