

**THE INFLUENCE OF COMPETENCE, WORKING ENVIRONMENT
AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE
(CASE STUDY OF PT. DIMITRA ADI WIJAYA DOCUMENTED IN THE
CITY OF BANDAR LAMPUNG)**

By

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Abstract

PT. Dimitra Adi Wijaya is one of the companies engaged in the field of Housing Development Property related to indicators which of course has a relatively large number of employees. The purpose of this study was to determine the effect of competence, work environment, job satisfaction and work on employee performance at PT. Dimitra Adi Wijaya. Analysis using Multiple Linear Regression. The research results show: 1)the results of testing the Competency variable have an effectpositive on PerformanceEmployeeof 0.754 or 75.40 percent with the rest influenced by other variables. 2)variable Work Environment effectpositive on PerformanceEmployeeof 0.504 or 50.40 percent with the rest influenced by other variables. 3)variable Job Satisfaction influentialpositive on PerformanceEmployees of 0.727 or 72.70 percent with the rest being influenced by other variables. 4)the results of testing together with the variables Competency, Work Environment and Job Satisfaction have a positive effecton PerformanceEmployeeof 0.873 or 87.30 percent with the remainder influenced by other variables not examined in this study. Partially the dominant variable influencing the performance variable is competency variable.

Keywords: Competence, Work Environment, Job Satisfaction, and Performance Employee.