

ABSTRACT

THE ANALYSIS EFFECT OF WORK EXPERIENCE AND WORK CLIMATE ON EMPLOYEE PERFORMANCE AT PT BANK LAMPUNG, TBK, BANDAR LAMPUNG MAIN BRANCH IN BANDAR LAMPUNG

By:
Ridho Hananto

PT Bank Lampung, Tbk. The main branch of Bandar Lampung is one of the branches which in the context of expanding the products and business of the bank is often faced with various obstacles, especially to increase company turnover. Not achieving the turnover target is indicated by work experience and the company's working climate conditions.

The purpose of this study is to determine and analyze the effect of work experience and work climate partially and simultaneously on employee performance at PT Bank Lampung, Tbk, the main branch of Bandar Lampung.

This type of research is a causal research, which is to determine the relationship or influence of the independent and dependent variables, using analytical tools in the form of multiple linear regression analysis, R test, determination coefficient test, t test and F test.

Based on the results of the discussion, it can be concluded that partially work experience and work climate have a positive and significant effect on employee performance at PT Bank Lampung, Tbk, the Main Branch of Bandar Lampung and the simultaneous test results are work experience and work climate have a positive effect on employee performance at PT Bank. Lampung, Tbk, the main branch of Bandar Lampung.

Keywords: Work Experience, Work Climate, Employee Performance.