

THE EFFECT OF EMPLOYEE PLACEMENT, WORK DISCIPLINE AND
ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE
(Studi Kasus Pada PT. Maan Ghodaqoh Shiddiq Lestari)

Yulia Lutfiatiningsih

Jurusan Manajemen SDM, Fakultas Ekonomi, STIE Dewantara, Jombang

E-mail: yulia.lutfiatiningsih@gmail.com

Abstract: *The Effect Of Employee Placement, Work Discipline And Organizational Culture On Employee Performance (Studi in PT Maan Ghodaqoh Shiddiq Lestari).* The purpose of this study aims to see the effect of employee placement, work discipline, and organizational culture on employee performance at PT. Maan Ghodaqoh Shiddiq Lestari. In the research design, the technique used in sampling was purposive sampling, this study used a Likert scale, the method for collecting this data was through observation, and distributing several questionnaires. The analytical method used is descriptive quantitative analysis method. In testing the classical assumptions using several methods, namely, autocorrelation test, multicollinearity test, normality test, and heterosdacity test. The test instrument used was validity and reliability tests. Meanwhile, in testing the hypothesis using the partial test (t) and the coefficient of determination (R²).

The research results are; perform the results of multiple linear regression analysis, the significant value of employee placement is 0.927, which means that it has a negative or insignificant effect on employee performance, the significant value of work discipline is 0.031 which means it has a positive or significant effect on employee performance and a significant value of organizational culture. equal to 0.002, which means it has a positive or significant effect on employee performance.

Keyword: *employee placement, work discipline and organizational culture on employee performance*