

**PENGARUH PERSON JOB FIT DAN PERSON ORGANIZATION FIT  
TERHADAP KINERJA KARYAWAN PERUSAHAAN UMUM DAERAH  
AIR MINUM (PERUMDAM) TIRTA KENCANA JOMBANG**

**ABSTRAK**

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Penelitian ini bertujuan untuk mengetahui dan menjelaskan pengaruh *person job fit* dan *person organization fit* terhadap kinerja karyawan Perusahaan Umum Daerah Air Minum Tirta Kencana Kabupaten Jombang. Pengumpulan data menggunakan angket. Penelitian ini menggunakan metode penelitian kuantitatif. Populasi dalam penelitian ini adalah seluruh karyawan yang berjumlah 91 orang. Teknik pengambilan sampel dalam penelitian ini menggunakan sampel jenuh. Analisis data dengan menggunakan regresi linier berganda dan pengujian hipotesis serta koefisien determinasi dengan bantuan SPSS. Berdasarkan hasil penelitian menunjukkan bahwa *person job fit* dapat berpengaruh terhadap kinerja karyawan perumdam Tirta Kencana Jombang dan *person organization fit* dapat berpengaruh terhadap kinerja karyawan perumdam Tirta Kencana Jombang.

**Kata kunci:** *person job fit*, *person organization fit* dan kinerja karyawan.

**THE EFFECT OF PERSON JOB FIT AND PERSON ORGANIZATION  
FIT ON THE PERFORMANCE OF EMPLOYEES IN THE TIRTA  
KENCANA JOMBANG REGIONAL PUBLIC WATER COMPANY**

**ABSTRACT**

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This study aims to determine and explain the effect of person job fit and person organization fit on the performance of the employees of the Tirta Kencana Regional Public Water Company, Jombang Regency. The data collection in this study was using a questionnaire. This research used quantitative research methods. The population in this study were all employees, amounting to 91 people. The sampling technique in this study used a saturated sample. Data analysis using multiple linear regression and hypothesis testing and the coefficient of determination with the help of SPSS. Based on the results of the study, it showed that person job fit can affect the performance of employees and person organization fit can affect the performance of employees of Tirta Kencana Jombang Regional Public Water Company.

**Keywords:** person job fit, person organization fit and employee performance.