

**FACTORS AFFECTING EMPLOYEE PERFORMANCE AT THE
EDUCATION AND CULTURE OFFICE OF SOUTH BENGKULU
REGENCY**

By
Dahlia Putri Utami ¹⁾
Neri Susanti and Rina Trisna Yanti ²⁾

ABSTRACT

The aim of this research is to determine the factors affecting employee performance at the education and culture office of South Bengkulu Regency. This research was conducted on employees of the education and culture office of South Bengkulu Regency. The population of this research is employees of the education and culture office of South Bengkulu Regency, while the sample of this research was 85 people. This means that the sample material uses quantitative methods. This study using test for data analysis techniques, the research results can be concluded that respondents' perceptions of Work Quality (X_1), Work Quantity (X_2), Responsibility (X_3) and Cooperation (X_4) affecting Employee Performance (Y) with multiple linear regression results following equation is: $Y = 1.582 + 0.212 X_1 + 0.249X_2 + 0.229 (X^3) + 0.282 (X_4)$. The coefficient of determination is $R^2 = 0.785$ or around (78.50%) through hypothesis testing jointly (simultaneously) and individually (partially) in this research using the f test and t test, Work Quality (X_1), Work Quantity (X_2), Responsibility (X_3) and Cooperation (X_4) = 0.000, that means the value of $f_{sig} < 0.05$ shows that together they have significant factors.

Keywords: Work Quality, Work Quantity, Responsibility, and Cooperation.

- 1) Student
- 2) Supervisors

