

Employee Performance Analysis at CV. Maharani Furniture Demak

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Abstract

This study investigates the influence of leadership, work discipline, motivation, work environment, and compensation on employee performance at CV. Maharani Furniture Demak. A sample of 70 employees was selected using the census method, and data was collected via questionnaires. The analysis was conducted using multiple linear regression. The results show that leadership has a significant negative effect on employee performance, while work motivation and compensation have positive effects. However, work discipline and the work environment were found to have no significant impact. These findings suggest that improving motivation and offering better compensation are key to enhancing employee performance, while leadership practices require reassessment to avoid negative effects. The study emphasizes the importance of targeted human resource management strategies to achieve organizational success.

Keywords: Leadership, Work discipline, Work motivation, Work environment and Compensation.