

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui adanya pengaruh antara karakteristik biografis, rekrutmen pegawai dan *work environment* terhadap kinerja pegawai pada Pusat Veteriner Farma Surabaya. Populasi yang digunakan adalah pegawai Pusat Veteriner Farma Surabaya dengan jumlah sampel sebanyak 92 responden dengan menggunakan teknik pengambilan sampel *simple random Sampling*. Analisis data yang digunakan dalam penelitian ini adalah pengujian instrumen penelitian, uji asumsi klasik, analisis regresi linier berganda, uji determinan, dan uji hipotesis. Berdasarkan hasil analisis data yang dilakukan dapat disimpulkan bahwa secara parsial dan secara simultan variabel karakteristik biografis ( $X_1$ ), rekrutmen pegawai ( $X_2$ ) dan *work environment* ( $X_3$ ) berpengaruh positif dan signifikan terhadap variabel kinerja pegawai ( $Y$ ) pada Pusat Veteriner Farma Surabaya.

Kata kunci : Karakteristik biografis, Rekrutmen Pegawai, *Work Environment*, Kinerja Pegawai.

## **ABSTRACT**

*This study aims to determine the influence of biographical characteristics, employee recruitment and work environment on employee performance at the Pusat Veteriner Farma Surabaya. The population used is the employee of the Pusat Veteriner Farma Surabaya with a total sample of 92 respondents using the sampling technique simple random sampling. The data analysis used in this research is the research instrument testing, classical assumption test, multiple linear regression analysis, determinant test, and hypothesis testing. Based on the results of the data analysis conducted, it can be concluded that partially and simultaneously the biographical characteristic variables (X1), employee recruitment (X2) and work environment (X3) have a positive and significant effect on employee performance variables (Y) at the Pusat Veteriner Farma Surabaya.*

*Keywords: biographical characteristics, employee recruitment, work environment, employee performance.*