

ABSTRAK

Alawiyah, Tutik. 2020. **Pengaruh Karakteristik Individu dan Lingkungan kerja terhadap Kinerja Pedagang Kaki Lima di Jalan Mastrip Kota Probolinggo**. Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan pada pedagang kaki lima di Jalan Mastrip Kota Probolinggo dengan tujuan untuk mengetahui adanya pengaruh signifikan antara karakteristik individu dan lingkungan kerja secara simultan terhadap kinerja pedagang kaki lima di Jalan Mastrip Kota Probolinggo, untuk mengetahui adanya pengaruh signifikan antara karakteristik individu dan lingkungan kerja secara parsial terhadap kinerja pedagang kaki lima di Jalan Mastrip Kota Probolinggo, dan untuk mengetahui adanya pengaruh dominan antara karakteristik individu dan lingkungan kerja terhadap kinerja pedagang kaki lima di Jalan Mastrip Kota Probolinggo.

Jenis penelitian yaitu asosiatif dengan metode penelitian kuantitatif, dengan variabel independen yaitu karakteristik individu (x_1) dan lingkungan kerja (x_2) serta variabel dependen yaitu kinerja (y). Populasi dalam penelitian ini adalah 35 pedagang kaki lima di Jalan Mastrip Kota Probolinggo. Dengan menggunakan teknik sampling jenuh sebanyak 35 sampel. Sumber data yaitu data primer dengan metode pengumpulan data yaitu wawancara dan kuesioner. Metode analisis data yaitu uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, koefisien determinasi dan uji hipotesis.

Hasil penelitian menunjukkan bahwa terdapat pengaruh signifikan antara karakteristik individu dan lingkungan kerja secara simultan terhadap kinerja pedagang kaki lima di Jalan Mastrip Kota Probolinggo dengan nilai $f_{hitung} 22,000 > f_{tabel} 3,295$ dengan signifikan $0,000 < 0,05$; terdapat pengaruh signifikan antara karakteristik individu dan lingkungan kerja secara parsial terhadap kinerja pedagang kaki lima di Jalan Mastrip Kota Probolinggo dengan nilai t_{hitung} karakteristik individu $3,088 > t_{tabel} 2,023$ dan sig $0,004 < 0,05$ dan nilai t_{hitung} lingkungan kerja $2,550 > t_{tabel} 2,023$ dan sig $0,016 < 0,05$; serta terdapat variabel karakteristik individu berpengaruh dominan terhadap kinerja pedagang kaki lima di Jalan Mastrip Kota Probolinggo.

Kata-Kata Kunci : Karakteristik Individu, Kinerja, Lingkungan Kerja, Pedagang Kaki Lima

ABSTRACT

Alawiyah, Tutik. 2020. *The Effect of Individual Characteristics and Work Environment on the Performance of Street Vendors on Mastrip Street, Probolinggo City*. Management Study Program, Faculty of Economics, Panca Marga University Probolinggo.

This research is conducted on street vendors on Mastrip Street, Probolinggo City with the aim to find out the significant influence of individual characteristics and work environment simultaneously on the performance of street vendors on Mastrip Street, Probolinggo City, to find out the significant influence of individual characteristics and work environment partially on performance on street vendors on Mastrip Street, Probolinggo City, and to find out the dominant influence between individual characteristics and work environment on performance on street vendors on Mastrip Street, Probolinggo City.

The type of this research is asosiative research with quantitative research methods, with independent variables namely individual characteristics (x_1) and work environment (x_2) and dependent variables namely performance (y). The population in this research are 35 street vendors on Mastrip Street, Probolinggo City. By using a saturated sampling technique as many as 35 samples. Data sources are primary data sources with data collection methods namely interviews and questionnaires. Data analysis methods are validity test, reliability test, classic assumption test, multiple linear regression analysis, coefficient of determination and hypothesis testing.

The results of this research show that there is a significant influence between individual characteristics and work environment simultaneously on the performance of street vendors on Mastrip Street, Probolinggo City with a t_{count} value of 22.000 > f_{tabel} 3.295 with a significant 0.000 < 0.05; there is a significant influence between individual characteristics and work environment partially on the performance of street vendors on Mastrip Street, Probolinggo City with t_{count} value of individual characteristics 3.088 > t_{table} 2.023 and sig 0.004 < 0.05 and t_{count} value of work environment 2.550 > t_{table} 2.023 and sig 0.016 < 0.05; and there is individual characteristics variable that have a dominant effect on the performance of street vendors on Mastrip Street, Probolinggo City.

Keywords: *Individual Characteristics, Performance, Street Vendors, Work Environment*