

ABSTRACT

This research analyses the influence of organizational factors toward the performance of employees of Board of Development Planning of East Java Province (BAPPEPROP Jawa Timur). The hypotheses of this research covers : (1) organizational factors consisting of personnel system (X1), working system (X2), inter-sub-division competition (X3), inter sub-division cooperation (X4), supervisor behavior (X5), working environment (X6) simultaneously influence the performance of BAPPEPROP Jawa Timur ; (2) working environment condition (X6) is the dominant factor toward the performance of BAPPEPROP Jawa Timur staff ; (3) there is a difference between the performance of male and female staff in BAPPEPROP Jawa Timur. The technique of analysis applied is the multiply regression and two mean differences test.

The result of the research shows : (1) approving the first hypothesis stating that personnel system (X1), working system (X2), inter sub-division competition (X3), inter sub-division cooperation (X4), supervisor behavior (X5), working environment condition (X6) have a simultaneously influence toward the performance of BAPPEPROP Jawa Timur staff ; (2) rejecting the second hypothesis stating that the working environment condition is a dominant factor in the performance of BAPPEPROP Jawa Timur staff, instead the result of research shows that the working system (X2) is the dominant factor ; (3) rejecting the third hypothesis, stating that there is a difference between performance of male and female staff.