ABSTRAK

Denny Hardianto. 2026. Pengaruh Workplace Diversity terhadap Kinerja Karyawan pada PT Jamkrindo Kantor Cabang Madiun. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing I: Dr. Anggita Langgeng Wijaya, S.E., M.Si., Ak., C.A., ACPA. Pembimbing II: Robby Sandhi Dessyarti, S.E., M.M.

Kinerja karyawan merupakan salah satu faktor penting yang menentukan keberhasilan organisasi dalam mencapai tujuan yang telah ditetapkan. Salah satu faktor yang berpotensi memengaruhi kinerja karyawan adalah workplace diversity, yang meliputi age diversity, gender diversity, dan educational diversity. Sohail et al. (2019) menjelaskan bahwa keberagaman tenaga kerja dapat mendorong pertukaran pengetahuan, pengalaman, keterampilan, dan perspektif yang beragam sehingga berpotensi meningkatkan efektivitas serta kinerja karyawan. Oleh karena itu, penelitian ini bertujuan untuk menganalisis pengaruh age diversity, gender diversity, dan educational diversity terhadap kinerja karyawan pada PT Jamkrindo Kantor Cabang Madiun. Penelitian ini menggunakan metode kuantitatif dengan pendekatan kausal. Populasi penelitian berjumlah 54 karyawan dan seluruhnya dijadikan sampel melalui teknik sampling jenuh. Data dikumpulkan menggunakan kuesioner berskala Likert dan dianalisis dengan regresi linier berganda menggunakan IBM SPSS Statistics. Hasil penelitian menunjukkan bahwa secara parsial, age diversity, gender diversity, dan educational diversity berpengaruh positif dan signifikan terhadap kinerja karyawan. Variabel gender diversity merupakan variabel yang memiliki pengaruh paling dominan dibandingkan kedua variabel lainnya. Secara simultan, ketiga variabel tersebut juga berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil koefisien determinasi menunjukkan bahwa ketiga variabel mampu menjelaskan sebagian besar variasi kinerja karyawan, sedangkan sisanya dipengaruhi oleh faktor lain di luar model penelitian. Dengan demikian, pengelolaan keberagaman usia, gender, dan tingkat pendidikan secara efektif dapat mendukung terciptanya lingkungan kerja yang kolaboratif, produktif, serta meningkatkan kinerja karyawan pada PT Jamkrindo Kantor Cabang Madiun.

Kata Kunci: *Age Diversity, Gender Diversity, Educational Diversity, Workplace Diversity, Kinerja Karyawan.*

ABSTRACT

Denny Hardianto. 2026. The Effect of Workplace Diversity on Employee Performance at PT Jamkrindo Madiun Branch Office. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Supervisor I: Dr. Anggita Langgeng Wijaya, S.E., M.Si., Ak., C.A., ACPA. Supervisor II: Robby Sandhi Dessyarti, S.E., M.M.

Employee performance is one of the important factors determining an organization's success in achieving its established objectives. One factor that may influence employee performance is workplace diversity, which includes age diversity, gender diversity, and educational diversity. Sohail et al. (2019) explain that workforce diversity can encourage the exchange of knowledge, experience, skills, and diverse perspectives, thereby potentially improving work effectiveness and employee performance. Therefore, this study aims to analyze the effects of age diversity, gender diversity, and educational diversity on employee performance at PT Jamkrindo Madiun Branch Office. This study employs a quantitative method with a causal approach. The research population consists of 54 employees, all of whom are included as research samples using a saturated sampling technique. Data were collected through questionnaires using a Likert scale and analyzed using multiple linear regression with the assistance of IBM SPSS Statistics. The results indicate that age diversity, gender diversity, and educational diversity have positive and significant effects on employee performance, both partially and individually. Gender diversity is identified as the variable with the most dominant influence compared to the other two variables. Simultaneously, all three variables have a positive and significant effect on employee performance. The coefficient of determination indicates that these three variables explain most of the variation in employee performance, while the remaining variation is influenced by other factors outside the research model. These findings suggest that effective management of age, gender, and educational diversity can contribute to creating a more collaborative and productive work environment and improving employee performance at PT Jamkrindo Madiun Branch Office.

Keywords: *Age Diversity, Gender Diversity, Educational Diversity, Workplace Diversity, Kinerja Karyawan.*