

ABSTRACT

PT Dinamika Nuansa Absolute is a company engaged in outsourcing that provides call center services. An organization really needs human resources that have good performance quality to achieve the goals of the organization, this makes human resources must be managed properly and correctly so that they can run effectively and efficiently in a company or organization. There are many factors that can affect human resources, for example, supervision, teamwork, and discipline. This study aims to determine the effect of supervision, teamwork, and discipline on the performance of employees of PT Dinamika Nuansa Absolute.

This study uses a quantitative approach to the type of descriptive causality research. Sampling used a non-probability sampling method and the type of sample used was a saturated sample, with a total sample of 102 employees. The data analysis technique used is descriptive analysis and multiple linear regression analysis.

The results of this study indicate that the variables of supervision, teamwork, discipline are strong, and employee performance is high with a determination coefficient of 45.4% while the remaining 54.6% is influenced by other factors not examined in this study. The hypothesis testing carried out shows that there is a positive and significant influence on supervision, teamwork, and discipline on employee performance partially or simultaneously.

Keywords: *Supervision, Teamwork, Discipline, Employee Performance*