

ABSTRACT

To achieve the established goals, government agencies are required to have quality human resources. government institutions are required to have quality human resources. The Secretariat of the Regional House of Representatives is capable of providing optimal performance for the Regional House of Representatives. Therefore, efforts that can be considered in achieving this performance include providing work motivation to employees and considering the physical work environment. The research objective is to determine how work motivation and the physical work environment influence employee performance at the Secretariat of the Regional House of Representatives of Tulungagung Regency.

This research uses a quantitative approach and employs causal and descriptive analysis. A total of 53 respondents were surveyed using a saturation sampling method. Data were analyzed using multiple linear regression and descriptive analysis after being collected through a questionnaire. This study is supported by SPSS 25 software.

The results of descriptive analysis research indicate that work motivation falls into the good category along with employee performance, while the physical work environment falls into the very good category. The research also found that work motivation does not significantly influence employee performance, and the physical work environment significantly affects employee performance partially. Work motivation and the physical work environment simultaneously have a significant impact on employee performance.

Keywords: *Work Motivation, Physical Work Environment, Employee Performance.*