

ABSTRACT

PT. Pertamina EP Asset 3 Tambun Production Operation Unit really needs outsourcing employee to run the operation process which is still running semi automatically. One of the factors that affects the rate of success a company is the performance of its employees. Non-physical work environment become more important to be considered as it may be having the good or bad effect on outsourcing employee's performance of Pertamina EP Asset 3 Tambun Production Operation Unit's performance. Performance are the hope of the company to their employees both of permanent and outsourcing because with a good performance, it can give optimum result for the company

The purpose of this research is to find out the effect of non-physical work environment on outsourcing employee's performance in PT. Pertamina EP Assets 3 Tambun Production Operation Unit. The number of samples that are used in this research is the overall outsourcing employee PT. Pertamina Unit Production Operation i.e. 61 respondents. Data were collected using a questionnaire with list of statements. The analysis technique used is path analysis with SPSS program version 21 for Mac.

The results of data processing using path analysis, simultaneously indicates that employee safe feelings (X_1), employee loyalty (X_2) and employee satisfaction (X_3) as the 48,10%. The residual factors are 51,90%, influenced by the other factors that are not explored by researchers. Meanwhile, the results of the path analysis, partially indicates that employee safe feelings (X_1) and employee loyalty (X_2) do not affect on outsourcing employee's performance (Y) significantly while the employee satisfaction (X_3) affect significantly on outsourcing employee's performance (Y) of PT. Pertamina EP Assets 3 Tambun Production Operation Unit

Keywords: *non-physical work environment, performance, outsourcing*