

## **ABSTRACT**

*The key of success for an organization to success is required to have qualified employees. Qualified employees are employees whose performance can meet the targets or goals set by the company. To obtain employees who have good performance then required the implementation of performance. There are many factors that affect employees' performance, such as the condition of non-physical work environment in the company.*

*This study aims to analyze the influence of non-physical work environment on the performance of individual employees of PT. Finnet Indonesia 2017. This research data obtained from survey involved respondents (questionnaire with 39 statements), and other research results relevant to the object under study, in this case the primary data from PT. Finnet Indonesia. Data collected using path method with two tests.*

*Data analysis technique in this research is path analysis using SPSS for windows version 23. The result of descriptive analysis shows that the percentage of total non-physical work environment is high, this is proven by the average value for the security variable of 78.23%, Employee loyalty variable equal to 83.37%, job satisfaction variable equal to 77.38%, and value of employee performance percentage also high that is equal to 81,10%. The result of lane analysis shows that partially sense of security has an insignificant effect on employee performance, while employee loyalty has significant effect on employee performance of 22.1% and commitment has significant effect on employee performance of 11.4%. Great influence of non-physical work environment on the performance of employees of PT. Finnet Indonesia amounted to 32.9%.*

*To improve employee performance, PT.Finnet Indonesia is expected to focus more on activities related to increasing employee loyalty and employee job satisfaction and improving the quality of manager level in accordance with the results of the survey that has been done.*

*Keywords: non physical work environment, employee performance*