

ABSTRACT

Based on field observations it is known that the work environment of BPDASHL Cimanuk Citanduy's employees is not good enough. This is indicated by the lack of room lighting and work space. The pilot study results show that some employees don't have desire to get higher position, which shows the lack of motivation in terms of power. In addition, data from the agency shows that BPDASHL Cimanuk Citanduy's employee performance scores haven't met expectation.

This study aims to understand the level of work environment, the level of work motivation and the level of employees performance at BPDASHL Cimanuk Citanduy. This study purpose to see how the nfluence of work environment and work motivation on employees performance at BPDASHL Cimanuk Citanduy partially and simultaneously.

This research uses quantitative approachment. Data collection is done by distributing questionnaires to employees. This study uses a census sampling technique, which is if all members of the population used as sample. The number of samples in this study are 54 employees. The analysis technique used in this study multiple linear regression analysis techniques. Whereas to test data by using normality test, multicollinearity test and heteroscedasticity test.

The results of this study showed that the work environment has good category. While work motivation and employee performance have the high category. This study showed that work environment and work motivation have significantly positive effect on employee performance at BPDASHL Cimanuk Citanduy partially and simultaneously.

Work environment and work motivation need to be maintained and managed properly because it can help improve employee performance. High performance helps organization to obtain results that match expectations and achieve organizational goals.

Keywords: Work Environment, Work Motivation, Employee Performance