

ABSTRACT

The quality of superior and professional human resources is needed in achieving company productivity. As a company that has the responsibility to always provide the best for stakeholders, one of the factors that can increase the work productivity of Perum Bulog Divisi Regional (Divre) Jawa Barat employees is the work environment and individual characteristics. This study was conducted to determine the effect of the work environment and individual characteristics on employee work productivity at Perum Bulog Divre Jawa Barat. The purpose of this study was to determine and analyze the work environment, individual characteristics, work productivity on employee, and the influence the work environment and individual characteristics on employee work productivity at Perum Bulog Divre Jawa Barat.

This research uses quantitative methods with descriptive analysis research type. Sampling using non-probability sampling techniques saturated sampling type, with a total of 63 respondents. The data analysis technique used is multiple linear regression analysis.

Based on the results of this study, partially (t-test) the work environment has a positive effect on employee work productivity, but not yet significant at the 95% confidence level. Individual characteristics have a positive and significant effect on employee work productivity of Perum Bulog Divre Jawa Barat. Simultaneous test results (F test), the work environment and individual characteristics have a significant effect on the work productivity of Perum Bulog Divre Jawa Barat.

The conclusion in this study, the work environment and individual characteristics on the work productivity of employees Perum Bulog Divre Jawa Barat have a good category. But there are still some indicators of each variable that still need to be considered such as employee quality, use of color in the room, collaboration program between employees, and safety at work.

Keywords: *Work environment, individual characteristics, and productivity.*