

## **ABSTRACT**

*Human Resources (HR) with good performance are what every company needs. Therefore, to improve employee performance, several factors are needed, including paying attention to the physical and non-physical work environments that exist in a company. This is also done by PT. Amal Solution to improve employee performance. Based on these rights, the purpose of this study is to see how the influence of physical and non-physical work environments on employee performance at PT. Charity Solutions.*

*The method in this research is descriptive quantitative, therefore the research data is carried out by distributing questionnaires to respondents. The population of this study is all employees, which because of the small number, the entire employee is also used as a sample, or the sampling technique is saturated. Meanwhile, to test the hypothesis, this study uses multiple linear regression statistical tools.*

*Based on the results of the t-test research, it can be concluded that the physical work environment has a value of  $t_{count} > t_{table}$  ( $4.181 > 2.011$ ) and with a significant value of  $0.000 < 0.05$ , so  $H_0$  is rejected and  $H_1$  is accepted, which means that partially there is an influence from the physical work environment. on employee performance. Non-physical work environment has a value of  $t_{count} > t_{table}$  ( $3.208 > 2.011$ ) and with a significant value of  $0.002 < 0.05$ , so  $H_0$  is rejected and  $H_2$  is accepted, which means that partially there is an influence from the Non-Physical Work Environment on Employee Performance. Based on the calculation results in table 4.20, it can be seen that  $F_{count}$  is 134.41 with a p-value (sig) of 0.000. With  $\alpha = 0.05$  and degrees of freedom  $v_1 = 50$  and  $v_2 = 3$ , then the  $F_{table}$  value is 3.20. This means that  $F_{count}$  is greater than  $F_{table}$  ( $134.41 > 3.20$ ), then  $H_0$  is rejected and  $H_3$  is accepted. Thus the research hypothesis which states that Physical Work Environment ( $X_1$ ) and Non-Physical Work Environment ( $X_2$ ) simultaneously have a significant effect on Employee Performance which is statistically accepted (significant).*

**Keywords:** *Physical Work Environment, Non-Physical Work Environment, Employee Performance*