

ABSTRACT

Bogor District Communication and Informatics Office is an institution responsible for the field of communication data and informatics in bogor city area. Related to its work, institutions need to create motivation and a good work environment to improve human resource performance, this aims to be able to carry out work activities in accordance with the goals that have been set. Therefore, the purpose of this study is to find out and analyze the influence of work motivation and work environment on the performance of employees of the Bogor district communication and informatics office.

The method used in this study is a quantitative approach, which in its primary data collection is carried out by sampling techniques saturated with a sample number of 30 civil servants of bogor district communication and informatics office. Next, the data is then analyzed using descriptive analysis and multiple linear regressions.

The results of this study showed that work motivation and work environment were in the good category with an average descriptive analysis result of 83% for work motivation variables and 78% for work environment variables, and employee performance in high categories by getting descriptive analysis results of 81.7%. Partially work motivation affects employee performance by 12.7% and the work environment affects employee performance by 50.5%. Simultaneously work motivation variables and work environments affected performance by 63.2%.

Keywords: Employee Performance; Work environment; Motivation for work