

## ABSTRACT

*Basically every organization has a target that must be realized every year, without exception for government agencies. Purbalingga District Health Office which is the object of research, based on the Annual Performance Report, it can be seen that there is a decrease in performance. On this basis, research was conducted with the aim of knowing and analyzing the effect of motivation and work environment on the performance of the Purbalingga District Health Office employees, either partially or simultaneously.*

*The research was conducted using quantitative methods and descriptive approaches. Data was collected by distributing questionnaires to employees of the Health Office of Purbalingga Regency who were used as respondents and obtained as many as 75 respondents with a standard error of 5%. This data was analyzed using descriptive analysis and multiple linear regression analysis. In this case, this analysis was carried out using IBM SPSS Statistics 25 Software.*

*Based on the results of the partial t test, it was found that motivation had a significant effect and the work environment had no significant effect. While the results of the F test showed that the two variables had a significant effect on employee performance. And the results of the determinant coefficient R<sup>2</sup> showed that motivation and work environment had an effect of 37.8%.*

*This study concludes that motivation has a significant effect on the performance of the employees of the Health Office of Purbalingga Regency, while the work environment has no significant effect on the performance of the employees of the Health Office of Purbalingga Regency. However, the motivation and work environment simultaneously have a significant effect on the performance of the Purbalingga District Health Office employees.*

**Keyword:** *Motivation, Work Environment, Performance.*