

ABSTRACT

Government institutions can increase the productivity of their employees because in government and private institutions, productivity is needed to achieve the goals that have been determined from the start, and employees must play an important role to achieve these goals. Based on Program and Activity Productivity Achievements, employee productivity of the Bandung Regency DPRD Secretariat has decreased, productivity in some previous literature is influenced by work motivation and work environment.

The purpose of this study was to determine the motivation and work environment at the Bandung Regency DPRD Secretariat and to determine the effect of motivation and work environment at the Bandung Regency DPRD Secretariat either simultaneously or partially.

This study uses quantitative methods with descriptive analysis techniques and multiple linear regression analysis. The sampling technique is a saturated sample with 67 respondents. This research was assisted by the IBM SPSS 24 program.

The results of this study are that motivation has a partial effect on work productivity, while the work environment does not partially affect work productivity. Meanwhile, collectively, work motivation and work environment affect work productivity.

Researchers suggest that institutions can rotate employees periodically with the aim of providing a variety of work to employees and can add new insights and areas of expertise for the employees concerned, then institutions are expected to pay more attention to the physical and non-physical work environment, especially regarding unpleasant odors. which can affect the concentration and comfort of employees at work. Suggestions for further research are expected to be able to conduct research at different institutions or companies so that the results of the research are more diverse, so that they can find out how the relationship between each variable under study and various institutions or companies is wider.

Keywords: *Work Motivation, Work Environment, Work Productivity*