

ABSTRACT

The issue on the decrease in employee performance which influence company performance motivates the implementation of this study. This study aims to identify the influence of the physical work environment, job satisfaction, and human relations on employee performance at PT Citra Putera Utama Pringsewu

This study used a quantitative method. The determination of the sample used a saturated sampling technique involving a total of 70 respondents consisting of 20 women and 50 men. Data were collected through interviews, questionnaires, and a literature study. Data were processed using the Smart Partial Least Square 3.0 software application.

The results of the study showed a positive and significant relationship between physical work environment, job satisfaction, and human relations on employee performance. Besides, the physical work environment influenced employee performance; the physical work environment influenced job satisfaction; the physical work environment influenced human relations; job satisfaction influenced employee performance; and human relations influenced employee performance. Moreover, there is an indirect influence of the physical work environment on employee performance at PT Citra Putera Utama Pringsewu.

Keywords: *Physical work environment, job satisfaction, Human Relations, and employee performance.*