

ABSTRACT

In the face of various changes that occur, especially in the business sphere, companies are required to be able to adapt and be flexible to changes that occur. Flexibility and adaptiveness will succeed in line with the human resource capabilities driving the company. One way to develop the quality of human resources is to implement training programs and implement a good work environment for employees. This study aims to examine the effect of training and work environment on employee performance.

This research uses a quantitative approach method with a descriptive type of research. This study used data analysis techniques of descriptive analysis, classical assumption test, hypothesis test and determination coefficient test. While sampling using the non-probability sampling method, with a sample of 65 employees.

The results of this study are on the variables of training and work environment as well as employee performance in the excellent category. Then there are partial or simultaneous and significant influences. While the determinant test showed results of 48.4% so that it can be concluded that training variables and work environment have an effect of 48.4% in improving employee performance.

Keyword: *Training, Work Environment, Employee Performance.*