

ABSTRACT

PT. XYZ is a multinational automotive company headquartered in Plymouth Michigan, United States of America. The company has more than 200 manufacturing facilities and more than 70 thousand employees spread across 31 countries around the world. The main products produced are car seats with high end technology focusing for vehicles with 4 or more wheels. The company having around 23% shares of the automotive market in Asia with main customers are Toyota, Nissan, Honda and Hyundai. For Indonesia, this company was established in 2007 located in the Tambun area, Bekasi, West Java. And in 2010 moved to the current location in Purwakarta West Java, and consists of 4 plants: JIT / Assembly Plant, Metal Plant, Foam Plant and Trim /Sewing Plant.

The purpose of this thesis was to determine the effect of work environment and work motivation on employee performance at PT. XYZ, with job satisfaction as the intervening variable. The data in this thesis were obtained by distributing questionnaires to 206 employees at PT. XYZ. The method used is structural equation modeling (SEM) with SEM LISREL software.

The results of the research showed that the work environment has no effect on employee performance, work motivation has a positive and significant effect on employee performance, the work environment has a positive and significant effect on job satisfaction, work motivation has a positive and significant effect on job satisfaction, job satisfaction has a positive and significant effect on performance employees, the work environment has a positive and significant effect on employee performance through job satisfaction. and work motivation has a positive and significant effect on employee performance through job satisfaction.

From the research results obtained, the authors hope to become a reference for companies to be able to make improvements in terms of improving employee performance through aspects of job satisfaction, work environment and employee motivation in the company.

Keywords: *Work Environment, Work Motivation, Employee Performance, Job Satisfaction*