

## **ABSTRACT**

*This study aims to evaluate how compensation, work environment, and work motivation affect the performance of sand miners in the Brantas River in Nganjuk Regency. The population in this study consists of freelance workers from the Brantas River sand mines in Nganjuk Regency. This study uses total sampling, with 48 respondents. To collect data for this research, questionnaires were distributed to each factor influencing work motivation, work environment, compensation, and performance. This research is conducted using quantitative methods such as multiple linear regression. The results of the hypothesis test in this study indicate that work motivation has a positive and significant effect on employee performance, as shown by the significance value of  $0.001 < 0.05$  and a t-value of  $3.742 > t\text{-table } 2.015$ . The significant influence of work motivation on performance indicates that higher motivation can improve employee performance. In addition, it has been shown that the work environment has a positive and significant impact on employee performance, often with a significant value of  $0.016 < 0.05$  and t-count  $2.506 > t\text{-table } 2.015$ . The significant influence of the work environment on performance indicates that good working conditions and support can encourage workers to become more productive. In addition, compensation has a positive and significant effect on employee performance, marked by a significance value of  $0.021 < 0.05$  and a t-value of  $2.402 > t\text{-table } 2.015$ . The significant influence of compensation on performance indicates that providing appropriate compensation can improve employee performance. This is because, simultaneously, compensation, work environment, and work motivation variables have a positive and significant impact on employee performance. The significance value of  $0.000 < 0.05$  and the calculated f-value of  $36.813 > F\text{-table } 2.82$ .*

*Keywords: Employee Performance, Compensation, Work Environment, Work Motivation*