

ABSTRACT

Employee performance is a crucial aspect of an organization's success in achieving its objectives. The Investment and One-Stop Integrated Services Office (DPMPTSP) of Bandung City needs to pay attention to several factors that influence employee performance, such as training and physical work environment. This study aims to analyze the impact of training and physical work environment on the performance of employees at DPMPTSP Bandung City.

The research method used is quantitative with a descriptive and causal approach through multiple linear regression, with a total of 69 civil servants (ASN) working at DPMPTSP Bandung City as respondents. Data were collected using questionnaires and analyzed using IBM SPSS version 26.

The results showed that training has a significant effect on employee performance, the physical work environment has a significant effect on employee performance, and training and the physical work environment together have a significant effect on the performance of DPMPTSP employees in Bandung City.

The results of this study are expected to be used by DPMPTSP Bandung City to improve employee performance by improving training methods through identifying the needs of trainees and improving physical work environment conditions by ensuring optimal work facilities and minimizing noise.

Keywords: *Training, Physical Work Environment, Employee Performance*