

**THE EFFECT OF WORK MOTIVATION AND WORK ENVIRONMENT
ON EMPLOYEE PERFORMANCE AT PT. HAIDA AGRICULTURE
INDONESIA PASURUAN REGENCY**

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Abstract

PT Haida Agriculture Indonesia is a manufacturer that processes various kinds of animal feed, namely aquatic and poultry. Aquatic feed consists of fish feed and shrimp feed, while for poultry feed consists of poultry feed such as ducks, chickens, ducks, and quails. The company experienced a decline in work motivation and problems in the work environment due to lack of fair attitude from the leadership, some employees do not get the same opportunity, it resulted in employee motivation to work decreased. While in the work environment problems, lack of communication between colleagues related to the activities of the production process which resulted in some employees doing two jobs at once. Thus, it will interfere with the performance of employees in terms of punctuality. This study aims to examine and analyze the influence of motivation and work environment on employee performance at PT. Haida Agriculture Indonesia Regency. The results of this study indicate that the variable f test work motivation and work environment simultaneously significantly affect the performance of employees at PT. Haida Agriculture Indonesia. As for the T-test variable work motivation partially significant effect on employee performance at PT. Haida Agriculture Indonesia and work environment variables partially significant effect on employee performance at PT. Haida Agriculture Indonesia. Variable work motivation is the most dominant variable on the performance of employees at PT. Haida Agriculture Indonesia.

Keywords: Work Motivation, work environment, employee performance