

***Effect Of Work Environment And Work Motivation
Against Employee Performance***

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ABSTRACT

This research is motivated by the decline in employee performance at UD Primadona Jember, this study aims to determine the effect of the work environment, work motivation on the performance of UD Pimadona Jember employees. The population in this research are employees of the production department. Sampling using non-probability sampling technique of 20 respondents. The data used are primary and secondary data. The data analysis technique used is multiple linear regression analysis using the SPSS 22.0 For Windows program. The results of the research conducted with the t-test regression test showed that the variable that had a significant effect on employee performance was motivation, while the variable that had a non-significant effect was the work environment. The f-test regression test showed that the work environment, work motivation simultaneously had a significant effect on employee performance. The most dominant influencing variable is the motivation variable.

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