

*Effect of Work Environment, Work Ability, and Work Motivation on Employee Performance at PT AHSTI Kabupaten Jember*

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**ABSTRACT**

*The research aims to determine the influence of work environment, work ability, and work motivation on employee performance at PT AHSTI Kabupaten Jember. The population in this study are 30 staff employees of the seed supply chain division. Sampling using saturated sampling technique that is using all respondents of 30 respondents. The data used in this study are primary data and secondary data. Data analysis technique used is Multiple Linear Regression Analysis and through Classical Assumption Test using SPSS 25.0 for Windows. The results of research conducted by regression testing of t test showed that the variable which have significant effect on employee performance are work ability, while the variable that has insignificant effect to employee performance is work environment and work motivation. F test regression testing showed that work environment, work ability, and work motivation simultaneously have a significant effect on employee performance. The variable that has the most dominant influence on employee performance is work ability variable.*

**Keywords :** *Environment, Ability, Motivation and Performance*