

***THE INFLUENCE OF THE WORK ENVIRONMENT, WORK DISCIPLINE,
WORK MOTIVATION ON EMPLOYEE PERFORMANCE at UD BERKAT
MANFAAT JEMBER DISTRICT***

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ABSTRACT

The development of the business world is increasingly rapid, this has led to intense competition between companies. Many companies carry out various kinds of innovations to maintain business. In order to achieve success, the company must control and run the workers according to the rules set by the company. Employee performance is very influential on the output produced by the company, one of the factors that influence employee performance includes the Work Environment, Work Discipline, Work Motivation. This research was conducted to test and analyze the effect of the work environment, workload, work motivation simultaneously and partially on employee performance at UD Berkot Manfaat, Jember district. The procedure for collecting primary data in this study is in the form of a questionnaire given to UD Berkot Manfaat employees. The number in this study were 48 respondents. The method of data analysis used in this research is multiple linear regression analysis, analysis of the coefficient of determination, F test and t test. based on the SPSS for windows analysis tool, it can be concluded that the independent variables simultaneously have a significant effect on the dependent variable Employee Performance (Y) at UD Berkot Manfaat, Jember District. Partially, the Work Environment Variable (X1) and Work Discipline Variable (X2) have no significant effect on Employee Performance (Y), while the Work Motivation Variable (X3) partially has a significant effect on Employee Performance (Y).

Keywords: *Work Environment, Work Discipline, Work Motivation, Employee Performance.*