

***Factors That Influence Performance Employees  
At UD Sehat Sejahtera Bersama  
In Jember***

***Abda Farqi Baina***

*Agroindustry Management Study Program  
Department of Agribusiness Management*

**ABSTRACT**

*The aim of this research is to analyze and explain the influence of the work environment, work motivation and work discipline on employee performance at UD Sehat Sejahtera Bersama in Jember. The population in this study were all employees of UD Sehat Sejahtera Bersama in Jember with a sample of 34 respondents. The analytical tool used in this research is multiple linear regression analysis with the help of SPSS 29.0 for Windows. The results of this research are that simultaneously the work environment variables (X1), work motivation (X2) and work discipline (X3) have a significant effect on the performance of UD Sehat Sejahtera Bersama. Partially, the work environment (X1), work motivation (X2) and work discipline (X3) have a significant effect on the performance of UD Sehat Sejahtera Bersama.*

***Key words:*** *work environment, work motivation, work discipline and employee performance*