

ABSTRACT

Muhammad Alifinsyah, 2000861201182, "The Influence of Physical Work Environment and Work Motivation on the Performance of Employees of the Jambi Provincial Environmental Service", S1 Thesis, Human Resource Management Study Program, Faculty of Economics, Batanghari University of Jambi, under the guidance of Dr. H. Saiyid Syekh, SE., M.Si. and Muhammad Syukri, SE.Sy., MEi.

The Jambi Environmental Service is required to maintain the neatness and comfort of the physical space so that the public and its employees feel comfortable and can carry out their duties well. This research aims to determine the implementation and describe the Work Environment, Work Motivation and Performance of employees at the Jambi Province Environmental Service, and to analyze the influence of the work environment and motivation simultaneously and partially on employee performance at the Jambi Province Environmental Service.

This research is located at the Jambi Province Environmental Service. The population of this research is all employees at the Jambi Province Environmental Service in 2023 totaling 104 people with a sample of 51 people. The data used in this research is primary data originating from distributing questionnaires. This research uses a quantitative analysis method of multiple regression analysis.

Describes the Environmental Office of Jambi Province, its history, vision, mission, and organizational structure, providing context for the study.

Presents research results, data analysis, and hypothesis testing. It concludes that motivation significantly impacts employee performance, while the physical work environment has minimal influence.

The regression results in this study obtained $Y = 15.121 - 0.150 + 0.401 + e$. The research results show that 1) Physical Work Environment (X1), Work Motivation (X2) and Employee Performance (Y) at the Jambi Province Environmental Service are categorized as High with an average score of 205. 2) The physical Work Environment variable (X1) has no significant effect on Employee Performance (Y), while Work Motivation (X2) has a significant effect on Employee Performance (Y)..

Keywords : Physical Work Environment, Work Motivation, and Employee Performance