

## ABSTRACT

*Performance is what the employee does or does not do where the work achieved by a person in carrying out the experience, sincerity and time and tasks that are charged based on the skills. One of the conditions that affect employee performance is the supervision of work, competence and non-physical work environment.*

*The purpose of this study is to find out how much influence the supervision of work, competence and non-physical work environment on employee performance at PT. Taspen (Persero) KCU Bandung. The method used is descriptive and verifikatif. The subjects of the study were 46 employees, data analysis techniques using multiple linear regression analysis, multiple correlation analysis and coefficient of determination.*

*The results showed that work supervision, competence and non-physical work environment affect the employee's performance. The magnitude of the influence of work supervision, competence and non-physical work environment on employee performance of 72.5% with the level of influence is on very strong criteria. Work supervision gives greater influence that is 34,5% compared with competence with big influence of 17,8% and non physical work environment with big influence equal to 20,2%.*

**Keywords:** *Work Supervision, Competence, Non Physical Work Environment and Employee Performance*