

## **ABSTRACT**

*this study originated from the discovery there are problems in the performance of employees. Problem seen in this study is the performance of employees who decline caused by job characteristics, workloads and work environment are still low.*

*This study aims to determine how much influence the job characteristics, workloads and work environment to employee performance at the PT. Sapta Sari Tama Bandung either partially or simultaneously. The method use is descriptive and verification with population of 47 workers. Data collection techniques used were observation, interviews and distributing questionnaires. Data analysis methode used is descriptive and verification.*

*The result showed that the job characteristics, workloads, work environment and performance of employees at PT. Sapta Sari Tama Bandung can be quite good. The dominant influence of the independent variables are the workloads with coefficient of 31,9%, the work environment of 25,3% . While the job characteristics coefficient of 15,9%. And performance simultanesously affected 73,1%.*

***Keywords: Job Characteristics, Workloads, Work Environment and Employee Performance.***