

## **ABSTRACT**

*This study aims to determine how much influence the work environment and work motivation on employee performance in production unit Guts Merchandise either partially or simultaneously. The research method used is descriptive and verification method with population of 30 respondents, multiple regression analysis, multiple correlation analysis and coefficient of determination analysis*

*The results showed that the work environment, work motivation and employee performance in production unit Guts Merchandise can be said to be less good. After the research and through the process of data analysis, the result obtained that partially work environment has positive and significant effect on employee performance of 33,5%, the work motivation has a positive and significant impact on employee performance of 25,1%. While simultaneously both independent variable that is work environment and work motivation have influence equal to 58,6% to employee performance.*

*Keywords: Work Environment, Work Motivation and Employee performance.*