

## **ABSTRACT**

*This study originated from the discovery of problems in employee performance. The problem in this study is the low employee performance caused by the low work environment and work motivation.*

*This study aims to determine the effect of work environment and work motivation on employee performance at PT. Hung-a Indonesia Hi-end Factory Division Cikarang Bekasi. This study uses descriptive and verification methods with a quantitative approach. With a population of 108 employees and the number of samples in this study as many as 61 employees. The sampling technique used probability sampling, with the type of simple random sampling. The analytical method used is using multiple linear regression analysis, multiple correlation analysis, multiple coefficient analysis and hypothesis testing using the SPSS 24 program.*

*The results of the study showed that there is a positive and significant influence between work environment and work motivation on employee performance. The magnitude of the influence of the work environment and work motivation simultaneously has a contribution to influence on employee performance which is 87.8% while the remaining 12.2% is influenced by other variables not examined in this study. The contribution of the influence of the work environment to the performance of employees is 58.4% and the contribution of the influence of work motivation to the performance of employees is 29.4%. So it can be concluded that the work environment variable gives the most dominant contribution to the performance of employees at PT. Hung-a Indonesia Hi-end Factory Division Cikarang Bekasi.*

***Keywords: Work Environment, Work Motivatio and Employee Performance***