

ABSTRACT

This study found employee performance problems found at PT Jasa dan Kepariwisataan Jabar (Perseroda). This problem is that employee performance has not been optimal due to career development that has not been optimal and the work environment is still not conducive. The focus of the study is directed at the factors that affect employee performance. Career development and work environment are factors that are thought to have an influence on employee performance. Based on this, the research examines three variables, namely career development variables, work environment variables and employee performance variables. The research method used is descriptive and verification methods. The sampling technique used is probability sampling using random sampling method with a sample of 61 respondents. The data collection used is observation, interviews and distributing questionnaires. The data analysis method used is validity and reliability test, multiple linear regression analysis, multiple correlation analysis, and coefficient of determination. The results of this study indicate that there is a positive and significant influence between career development and work environment on employee performance. The magnitude of the influence of career development and work environment on employee performance simultaneously is 62.2% and the remaining 37.8% is influenced by other variables not examined. Partially the magnitude of the influence of career development on employee performance is 35.6% and the influence of the work environment on employee performance is 26.5%, so it can be concluded that career development has the greatest influence on employee performance.

Keywords: *Career Development, Work Environment and Employee Performance.*