

ABSTRACT

This research was conducted based on the problem of ineffective employee motivation caused by an inadequate work environment and rewards that are not in accordance with standards. This study aims to determine the influence of the work environment and reward on employee motivation at PT. Pindad Persero Bandung City Arms Division. The research methods used are descriptive and verificative methods. The sampling technique used is probability sampling with a sample of 81 respondents. The data collection techniques used are field research and literature research. The data analysis methods used are method of successive interval, multiple regression analysis, multiple correlation and coefficient of determination.

The results showed that there was a positive and significant influence between the work environment and the reward for employee motivation at PT. Pindad Persero Bandung City Arms Division either simultaneously or partially. The magnitude of the influence of the work environment and rewards on employee motivation at PT. Pindad Persero Bandung City Arms Division simultaneously amounted to 63,8% and the remaining 36,2% was influenced by other variables that were not studied. Partially, the magnitude of the influence of the work environment on employee work motivation is 40,44% and the effect of rewards on employee work motivation is 23.4%, so it can be concluded that. The work environment that has the most influence on employee motivation.

Keywords: Work Environment, Reward, Work Motivation