

ABSTRACT

This research is motivated by the performance issues of employees in the West Java Provincial Education Office. The problem addressed in this study is the suboptimal performance of employees, attributed to the low motivation and work environment of the employees of the West Java Provincial Education Office. Motivation and the work environment are suspected factors influencing employee performance. This research is based on the performance assessment data of employees in the West Java Provincial Education Office, indicating a moderate category in employee performance assessment data, suggesting inadequate performance of employees in the West Java Provincial Education Office. The research utilizes descriptive and verificative methods, employing probability sampling with Proportional Random Sampling technique and a sample size of 79 respondents. Data analysis methods include validity and reliability tests, the Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlations, coefficient of determination, and hypothesis testing using SPSS Statistics 26. The results of the study indicate a positive and significant influence between Work Motivation and the Work Environment on Employee Performance in the West Java Provincial Education Office. The combined influence of Work Motivation and the Work Environment on Employee Performance is 58.9%, while the partial influence of Work Motivation on Employee Performance is 25.2%, and the partial influence of the Work Environment on Employee Performance is 33.7%. It can be concluded that the Work Environment variable contributes most dominantly to employee performance in the West Java Provincial Education Office. Companies need to pay attention to these factors in efforts to improve employee performance. Additionally, the results of this research can contribute to human resource development by reinforcing previous findings.

Keywords: Work Motivation, Work Environment and Employee Performance