

ABSTRACT

This research was conducted based on the phenomenon that occurred at PT Sapta Sari Bogaguna, which is a business entity in the form of a limited liability company (PT). In this research, problems were found with employee job satisfaction and employee performance at PT Sapta Sari Bogaguna. The problem in this research was that employee performance was not optimal and employee job satisfaction was low due to an uncomfortable work environment and low work motivation. This research aims to determine how much influence the work environment and work motivation have on job satisfaction and its impact on employee performance at PT Sapta Sari Bogaguna. The research method used was descriptive and verification with a sample size of 56 people. The data analysis methods used are path analysis, method of successful interval (MSI), coefficient of determination analysis and hypothesis testing. Research shows that in structure I there is a direct or indirect influence of the Work Environment and Work Motivation on Job Satisfaction of 90.2%. Directly the influence of the work environment on job satisfaction is 41.2% and indirectly the influence of the environment on job satisfaction is 14.5%. Directly the influence of work motivation on job satisfaction is 19.17% and indirectly 14.5%. In structure II, there is an influence of Job Satisfaction on Employee Performance of 55.7%.

Keywords: Work Environment, Work Motivation, Job Satisfaction, Employee Performance