

## **ABSTRACT**

*This study aims to determine the effect of Work Environment, Workload and Job Satisfaction on Employee Performance of PT Krakatau Bandar Samudera simultaneously and partially. Employee performance is the main phenomenon in the research that researchers do. The research method used is descriptive and verification method with a total sample of 55 respondents. The data analysis method used is multiple linear regression, multiple correlation and the coefficient of determination. The results showed that there was a positive and significant influence between the work environment and job satisfaction on performance while workload had a negative effect on performance. The magnitude of the influence of the work environment, workload and job satisfaction on performance simultaneously amounted to 87.4% and the remaining 12.6% was influenced by other variables not examined. Partially, the magnitude of the influence of the work environment on performance is 16.4%, the influence of workload is 43.7%, and job satisfaction is 27.3 so it can be concluded that workload has the greatest influence on performance.*

*Keywords : Work Environment, Workload, Job Satisfaction, Employee Performance*