

ABSTRACT

To achieve the aim of a company, it needs increase in employee performance. Various things could be effect of that thing, one of them is work environment is divided into physical work environment and non physical work environment.

This essay has aim to see the effect of physical work environment and non physical work environment to employee performance of production employee in PT Pembina Hyose Industry. This study is descriptive by using linear regression software SPSS version 22 as a statistical measure.

In this essay using 130 respondents, the result of multiple linier regression showing that partially, physical work environment such as lighting, air circulation, npoise, odors, mechanical vibration, and temperature have a significant influence on employee performance of 20.8%.

Furthermore, non-physical work environment such as communication relationship between employee with superiors and with fellow employees also have a significant effect on employee performance of 70.5%.

In addition, the test results simultaneously showed that 66.3% of physical and non physical work environment also have a significant effect on employee performance. The results showed that both are partially and simultaneously, the physical work environment and non-physical work environment have a significant impact on employee performance in the field of production at PT. Pembina Hyose Industry.

Keywords: Physical Work Environment, Non Physical Work Environment, Employee Performance