

ABSTRACT

All organizations naturally want successes. Whether it's an organization that refers to profit or non-profit organizations. The success of an organization not only depends on the good financial condition of the organization, but non-material factors can also be an indicator of the success of an organization, such as the work environment and employee performance. Performance can be influenced by several factors, one of which is the work environment which is a condition or atmosphere in the workplace of employees in carrying out their daily duties and obligations.

The purpose of this study is to determine the effect of work environment on employee performance of Marine and Fisheries Department of West Java Province. Through this research, it will be investigated how the level of influence of work environment on employee performance of Marine and Fisheries Department of West Java Province.

This research uses quantitative methods with descriptive and causal analysis techniques, with the saturated sample technique used to collect samples. Collecting data of this study with a questionnaire to 70 civil servants of the Marine and Fisheries Department of West Java Province.

The data analysis technique used in this study is simple linear regression analysis. Based on the results of this study, it can be concluded that the working environment of Marine and Fisheries Department of West Java Province is in the continuum line of the good category with a value of 79.9%. While the performance of the employees of Marine and Fisheries Department of West Java Province is in the very good category with a value of 88.3%. Then the magnitude of the influence of work environment on employee performance of Marine and Fisheries Department of West Java Province is at 24% which means it has a fairly strong influence on employee performance of Marine and Fisheries Department of West Java Province.

With the results of this study, it is hoped that it can provide input or information to the leadership in the form of facilities regarding the comfort of the workplace such as installing sound and vibration dampening devices in the work room so that sounds and vibrations from outside that can interfere with employee concentration can be minimized, as well as adding room deodorizers so that employees can be more focus on increasing productivity.

Keywords: *Human resource management, work environment, employee performance.*