

ABSTRACT

Human resources are important assets in a company, as employees are a key element of the company. To obtain high benefits, optimal improvement is needed and requires human resources. Working environment is important in order to achieving company goals. Because the work environment is closest to the company in carrying out its work, it requires special attention from the company in order to have a positive impact on the company. Broadly speaking, the work environment is divided into two, namely the physical work environment and non-physical work environment.

This study discusses the physical work environment, non-physical work environment, and employee performance related to physical and non-physical work environments on employee performance at PT Telkom Regional Division III West Java.

The method used in this study is a quantitative method. The sampling technique used in this study is probability sampling with simple random sampling. The sample in this study as much as 68 respondents who were permanent employees at PT Telkom Regional Division III West Java. Data collections is done by questionnaires and interviews. The data analysis technique used in this study starts from descriptive analysis, classic assumption test, multiple linear regression analysis, determination coefficient test, and partial hypothesis testing (T test) and simultaneously (F test).

The results showed that the physical work environment was positive and significant towards employee performance. The non-physical work environment had a positive and not significant effect on employee performance, as well as a simultaneous physical and non-physical work environment that significantly affected employee performance. Based on the calculation of the coefficients, the results of physical and non-physical work environments contributed 26% to employee performance, while the remaining 74% was needed by other variables not used in this study.

Keywords: Physical work environment, Non-Physical Work Environment, Employee Performance.