

## ***ABSTRACT***

An organization is very synonymous with performance, which is interpreted as a measure where an organization is successful in achieving its target or not, in the West Java Province National Narcotics Agency in 2017 the realized activities only reached 54.25%. One of the external factors that can influence is the work environment, this indicates that the West Java Province BNN has a work environment that has not been able to make employees satisfied.

The study was conducted to determine the effect of the work environment on employee performance. The method used in this study is quantitative. Using multiple linear regression with SPSS Ver.23 as a data processing tool.

From the results of data processing shows that the physical work environment variable has an effect of 33.1% and the non-physical work environment variable has a greater influence of 43.2%, both of which have a significant effect on employee performance. This can be concluded that the most influential on the performance of employees at the BNN West Java Province is a non-physical work environment, because BNN itself has activities related to various organizations outside the office.

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