

ABSTRACT

A company requires to hold a good quality of employees in order to achieve the optimal performance. One of the ways to gain a good quality of employees is by paying attention to their work environment.

In the case of PT PLN (Persero), they are aware of the change happened in their company that is caused by the presence of a new generation of employees. They demand to have more open, flexible, and comfortable work environment. Because of that reason, PT PLN (Persero) applies the new work environment to one of its units, which is the office of PT PLN (Persero) Jakarta Training Center.

The aim of this research is to portray the work environment in PT PLN (Persero) Jakarta Training Center that consists of physical work environment and non-physical work environment. Moreover, this research also shows the influence of the work environment towards the employees performance.

The technique used of this research is the nonprobability sampling technique based on 31 respondents, which are the employees of PT PLN (Persero) Jakarta Training Center. Furthermore, this research used descriptive quantitative method with the analysis of simple linear regression.

Descriptive analysis result shows that the work environment variable is in the good category. Likewise, the performance variable is also in the good category. Based on the result of the analysis of determination coefficient, the magnitude of the R-square is 0.575. It means that 57.5% of employees performance in PT. PLN (Persero) Jakarta Training Center is influenced by their work environment. While the remaining 42.5% is influenced by other variables besides the work environment. In conclusion, both of the work environment and the employees performance in PT PLN (Persero) Jakarta Training Center are in the good category.

Keywords: Work Environment and Employee Performance
