

ABSTRACT

The Regional Technical Implementation Unit (UPTD) of Cibatu Puskesmas in District Of Purwakarta is a health service unit that has the objective as a catalyst to bring about changes in service and empowerment success. Therefore the performance of the UPTD Puskesmas Cibatu District Of Purwakarta is expected to be good in order to be able to reach the puskesmas target. Based on performance theory, there are factors that affect performance, one of which is the work environment. The work environment is divided into two parts, namely the physical work environment and the non-physical work environment. Therefore the purpose of this study is to determine the effect of the physical work environment and non-physical work environment on the performance of employees in the UPTD Puskesmas Cibatu, District Of Purwakarta.

This research method uses quantitative methods, with saturated sample analysis techniques to collect samples. Data collection in this study used a questionnaire to 68 respondents as a sample and population. The Data processing in this study using SPSS25 software. In explaining the results of the study, data analysis techniques use descriptive analysis, path analysis, and the classic assumption test.

The results of data processing showed that the physical work environment and physical work environment in UPTD Puskesmas Cibatu District Of Purwakarta included in both categories. Then for the performance of UPTD Puskesmas Cibatu District Of Purwakarta included in the good category. Regression test results that the physical work environment and physical work environment simultaneously have a significant effect on employee performance. The influence of physical work environment and non-physical work environment on the performance of UPTD Puskesmas Cibatu District District Of Purwakarta was 28.2%, the remaining 71.8% dependent variable was influenced by factors other than the work environment that the researchers did not involve in this study. UPTD Puskesmas Cibatu District Of Purwakarta needs to do something to improve the physical and non-physical work environment by taking into account the exchange of air, noise/ noise from outside, and the relationship with superiors.

Keyword: Physical Work Environment, Non Physical Work Environment, Employee Performance, path analysis, test classic assumptions