

ABSTRACT

This study aims to determine the effect of physical, non-physical, and individual characteristics work environment factors on employee performance. Simultaneous influence of the physical work environment, non-physical, and individual characteristics on employee performance. As well as to determine the effect of the physical work environment, non-physical, and individual characteristics partially on employee performance. The population in this study is PT Garuda Maintenance Facility AeroAsia Sales and Marketing division.

The sample selection technique used is saturated sampling, namely the sampling technique when all members of the population are used as samples. The analysis technique used is logistic regression analysis and data processing was performed using SPSS 23.

Based on the test results, the physical, non-physical work environment and individual characteristics simultaneously have a significant positive effect on employee performance. Partially it can be concluded that the physical work environment variables, non-physical, and individual characteristics positive affect employee performance.

Keywords: *Physical Work Environment, Non-Physical Work Environment, Individual Characteristics, Employee Performance*