

## **ABSTRACT**

*This research is motivated by the results of primary data which states that the motivation and work environment of employees at CV Indah Baru is less than optimal. The company wants its performance to increase every year in order to win in the face of competition, therefore employee performance is a concern because it will affect company performance. The purpose of this study is to determine the effect of work motivation and work environment on employee performance at CV Indah Baru Group.*

*This research uses descriptive quantitative research methods. The population in this study were all permanent employees of CV Indah Baru Group which consisted of 73 people using saturated sampling. The data analysis used is descriptive analysis, classical assumption test and multiple regression analysis.*

*Based on the results of descriptive analysis, motivation is included in the good category and also for the work environment it is in the good category, while for the same employee performance it is in the good category. Based on the results of the study, it shows that motivation and work environment partially and simultaneously influence employee performance by 61.6% while the remaining 38.4% is influenced by other factors not examined in this study.*

**Keywords:** *Motivation, Work Environment, Employee Performance*