

## **ABSTRACT**

*High performance is an absolute requirement for the fulfillment of organizational goals. Through the improvement of the non-physical work environment and work discipline, it is expected that the resulting performance can be higher. This study was conducted to determine the effect of non-physical work environment and work discipline on employee performance in the Human Resource Departement at the Head Office of PT. Pos Indonesia.*

*The method used in this research is quantitative with descriptive and causal research. The population used in this study were employees of the Human Resources Departement at the Head Office of PT. Pos Indonesia with a sample of 50 respondents with sampling using saturated sampling technique. The analysis technique used is descriptive analysis, and multiple linear regression analysis with the help of the SPSS version 24 application for windows.*

*The results shows that the employee performance variable was in the good category, the non-physical work environment variable was in the good category and the work discipline variable was in the good category. The results also show that partially non-physical work environment variables have no significant effect on employee performance, while work discipline variables have a significant effect on employee performance. Simultaneously, non-physical work environment and work discipline have a significant effect on employee performance.*

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