

## **ABSTRACT**

*Every company has a goal to advance production and increase sales of products every year to improve company performance and earn profits. Likewise with the Bone office of PT Telekomunikasi Indonesia, Tbk. In improving employee performance, a good work environment is needed. The work environment is a facility for employees in carrying out their work in order to create the performance results expected by the company. one that affects employee motivation at work is the work environment, a supportive work environment that will make employees feel comfortable and excited in doing their job. This research was conducted to determine the effect of work environment and work motivation of employees on employee performance of Kandatel Bone PT Telekomunikasi Indonesia Tbk. The*

*method used in this research is descriptive research with a quantitative approach. This study used nonprobability sampling technique, namely saturated sampling with a sample of 30 employees of the sales unit of Kandatel Bone PT Telekomunikasi Indonesia Tbk.*

*Based on the results of the study, it is known that the work environment (very good), work motivation (very good) and the employee's performance (very good). To test the hypothesis partially it is stated that the work environment and work motivation have a positive and significant effect on the performance of the employees of Kandatel Bone PT Telekomunikasi Indonesia, Tbk. Meanwhile, simultaneous hypothesis testing states that the work environment and work motivation together or simultaneously have a significant effect on the performance of the employees of Kandatel Bone PT Telekomunikasi Indonesia, Tbk. While the result of the coefficient of determination is 78.3%, which means that the influence of the independent variable on the dependent variable is 78.3%.*

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