

ABSTRACT

The employee performance assessment at PT Telkominfra shows that the NKI (Individual Performance Value) data in 2017 is still fluctuating and there has been a decline in 2019 for the category P1 (Excellent Performer) to 0% and P4 (Below Average Performer) to increase to 4%. The results of the preliminary study regarding the physical work environment and the non-physical work environment show an average percentage of 67.78% with the lowest statement regarding circulation in the workplace of 41.9%.

This study uses quantitative methods with data collection techniques using a questionnaire distributed to 119 employees of PT Telkominfra. Researchers use descriptive methods. The research type of investigation uses the causal type. Based on research involvement, the researcher did not intervene with the data. For the unit of analysis, the researcher uses an individual type of unit of analysis. At the time of research, researchers used the cross section method and the data were analyzed using multiple linear regression analysis with the help of the SPSS 25 program.

Researchers suggest that PT Telkominfra pay attention to the Threshold Value (NAV) for employees who work outside the office environment, so that employees can still deal with it without causing illness or health problems in their daily work, and choose simple topics such as discussing percentages at the office or just ask for input from superiors, open study with superiors in order to get more opportunities to communicate with each other again, talk about things that employees are passionate about such as recently completed projects or books that are being read, and also avoid harsh words. Suggestions for further research are expected to be able to conduct research at different companies so that the results of the research are more diverse, so that we can find out how the relationship of each variable being studied and various companies is wider.

Keywords: Physical Work Environment, Non-Physical Work Environment, Employee Performance