

ABSTRACT

The work environment is one of the important organizational factors in achieving goals. Creating a good work environment can increase the performance of the organization's employees. The work environment has a direct influence on employee performance. Based on the results of company performance data (KPI) and employee performance (SMK) in 2019 and 2020 at PT. Taspen (Persero) KCU Semarang has good results, but these results have not met the target set by the company. In addition, based on the data from the work environment survey conducted by PT. Taspen (Persero) can be seen that some deficiencies were found in several scopes.

The purpose of this research is to find out how the physical work environment at PT. Taspen (Persero) KCU Semarang, how is the non-physical work environment at PT. Taspen (Persero) KCU Semarang and how much influence the work environment has on employee performance at PT. Taspen (Persero) KCU Semarang. This research will be conducted at PT. Taspen (Persero) KCU Semarang.

Collecting data in this study using a questionnaire created using Google Form and will be distributed to all respondents, namely: Employees of PT. Taspen (Persero) KCU Semarang. The analysis technique in this study uses Simple Regression Analysis using statistical processing software, namely SPSS.

The results of this study indicate that there is an influence of the work environment on the performance of employees of PT. Taspen (Persero) KCU Semarang, with the results of $f_{count} > f_{table}$ ($54.409 > 3.128$) and a significance (p-value) of $0.000 < 0.05$, then H_0 is rejected and H_a is accepted, so it can be stated that there is a significant influence between the physical and non-physical work environment on performance employees at PT. Taspen (Persero) KCU Semarang.

It is hoped that PT. Taspen (Persero) KCU Semarang made improvements to air humidity, good relations between employees and subordinates and punctuality in work because it affects the work of employees.

Keywords: *Physical work environment, Non-physical work environment and employee performance*