

ABSTRACT

Human resources are a group of individuals who have a significant and dominant role in realizing the company's goals. So companies need to maintain and develop capabilities to achieve good performance results. One way the company can improve the performance of its employees is by providing adequate and appropriate training and also paying attention to the employee's work environment in the office in order to create a comfortable atmosphere for employees in doing their work.

The millennial generation in the next few years will replace leadership in the company, so it is important for companies to pay more attention to the needs of their employees. The training and physical work environment offered by the company can affect the performance of the employee.

This study aims to determine the effect and how big the impact of training and physical work environment on employee performance. This study uses a non-probability sampling technique with 180 respondents selected by purposive sampling from the BPJS Ketenagakerjaan Regional Office of Sumbagut. The type of research used is descriptive quantitative. Data was collected by means of questionnaires and documentation studies.

Structural Equation Modeling (SEM) is used to determine the relationship between variables partially by analyzing data using Structural Equation Modeling-Partial Least Square (SEM-PLS) using the SMART-PLS 3.0 application and for simultaneous data analysis using the IBM SPSS version 25 application for Windows.

Based on the results of the partial hypothesis testing, the t-test showed that there was a positive and significant effect of training and physical work environment on the performance of millennial employees of BPJS Ketenagakerjaan at the Sumbagut Regional Office. Based on the results of the simultaneous hypothesis testing, the f test found that there was no effect of

training and physical work environment on the performance of millennial employees of BPJS Ketenagakerjaan at the Sumbagut Regional Office.

Keywords: *Work Training, Physical Work Environment, Work Performace, Millennial Generation, Structural Equation Modelling (SEM).*