

ABSTRACT

In government agencies having quality human resources is a must in order to be able to achieve success in achieving its goals, especially government agencies which incidentally are public servants of course must provide excellent service in order to be able to represent government performance optimally. Among the efforts that can be made to achieve this performance include implementing a quality physical work environment and fair compensation. The purpose of this study was to determine and analyze the effect of the physical work environment and compensation on employee performance at the Banten Provincial Tourism Office.

The research method used in this study is a quantitative method with a descriptive-causality type of research. Sampling was carried out using a non- probability sampling technique that used saturated sampling of 54 employees of the Banten Provincial Tourism Office. The data analysis technique used is descriptive analysis and multiple regression analysis.

Based on the results of the descriptive analysis, it shows that the variables of the physical work environment, compensation and employee performance at the Banten Province Tourism Office are already in good condition. at the Banten Province Tourism Office.

Keywords: Physical Work Environment, Compensation, Employee Performance.