

ABSTRACT

Employee performance is very important to the success of a company, because employees who perform well can have a positive impact on productivity, quality, and company goals. Employee performance is influenced by several factors including individual abilities and the organizational environment. This research aims to determine the effect of job training and physical work environment on the performance of employees of PT PLN (Persero) UP3 Bogor.

This research uses a quantitative approach method with descriptive causality research type. The sampling technique used is nonprobability sampling technique and saturated sample with a total of 50 employees. The data analysis technique used is descriptive analysis and multiple linear regression analysis.

The results of the analysis show that job training is in the very good category, the physical work environment is in the good category, and employee performance is in the very good category. Partial hypothesis testing results show that job training has no significant effect on employee performance. Meanwhile, the physical work environment has a significant effect on employee performance. Simultaneously, job training and physical work environment have a significant effect on employee performance. This is evidenced by $F_{count} > F_{table}$ ($8,243 > 3,195$) with a significance value of $0.001 < 0.05$. Job training and physical work environment have an influence of 26% on employee performance at PT PLN (Persero) UP3 Bogor.

Keywords: *Job Training, Physical Work Environment, Employee Performance*