

## **ABSTRACT**

*This research aims to determine the influence of work motivation and work environment on the performance of Kreditplus Cileungsi branch employees. This study identifies key factors that influence motivation and workplace conditions, analyzing their relationship with employee performance.*

*Using a quantitative approach, data was collected through surveys distributed to employees. Statistical analysis, including multiple linear regression, was used to evaluate the partial and simultaneous effects of motivation and work environment on performance. The research results show that both variables significantly influence employee performance, underlining the importance of creating a supportive work environment and increasing motivation.*

*The results of this research provide actionable insights for organizational improvement, aimed at optimizing workforce performance and aligning with company goals.*

*Keywords: performance, work motivation, work environment*