

ABSTRACT

Employee performance plays a crucial role in a company as it serves as the main foundation for achieving organizational goals. This performance is influenced by various factors, including individual competence and the physical work environment. This study aims to analyze the influence of job training and the physical work environment on employee performance at PT Pupuk Iskandar Muda (PIM).

The research was conducted using a quantitative approach with descriptive and causal methods. The sampling technique used was non-probability sampling with a saturated sample approach, involving 80 employees under the Directorate of Finance and Management as respondents. The data were analyzed using descriptive analysis and multiple linear regression.

The results showed that job training, the physical work environment, and employee performance were all categorized as very good. Partially, both job training and the physical work environment were found to have a significant effect on employee performance. Simultaneously, job training and the physical work environment contributed 48.8% to employee performance, while the remaining 51.2% was influenced by other factors not examined in this study.

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