

ABSTRACT

In any organization, whether private or governmental, it is highly desirable to value and appreciate employees. The way an organization formulates its human resource policies significantly affects employee performance. This is clearly evident and proven by employees who show high loyalty within an organization. In addition to company policies, the work environment where employees perform their duties also has a significant impact on increasing employee performance. Similarly, workload can have both positive and negative effects on an individual's performance within an organization.

The purpose of this research is to determine the conditions of the work environment, the level of workload, employee performance, the level of relationship between the work environment and employee performance, and the level of relationship between workload and employee performance at PT ABC.

This research was explored using a quantitative methodology. The data collection technique used two types of data, primary and secondary, with a research population of 150 employees and a sample size of 60 employees. The existing data was analyzed using descriptive analysis.

This research shows that the work environment has a positive and significant effect on employee performance at PT. ABC, with a coefficient of 0.276 and a significance value of 0.002 ($p < 0.05$). Workload has a greater and more significant positive effect on employee performance, with a coefficient of 0.543 and a significance value of 0.000 ($p < 0.05$). This research also shows that both the work environment and workload simultaneously impact employee performance, with an F-calculated value of 79.265, which is greater than the F-table value of 4.01.

Based on this research, the recommendations for PT ABC are: it is suggested to regularly manage and clean trash cans, maintain security services and provide emergency training, and conduct periodic evaluations of lighting. Additionally, providing counseling services, stress management classes, and skills training is expected to further build synergy among employees and impact the growth and development of the company.

Keywords: *Human Resource Management, Work Environment, Workload, and Employee Performance*