

ABSTRACT

Human resources are needed in organizations and governments because they are valuable resources and play a significant role in the sustainability of a company. Work environment and workplace motivation are two aspects that can help determine good performance. Based on the results of interviews and analysis of secondary data, the phenomenon that occurs in organizations is a decrease in employee performance which is marked by a decrease in absenteeism and a work environment that is felt to be less than ideal for employee comfort.

This study aims to determine the effect of the work environment, work motivation, and employee performance at the Bandung City Fire and Disaster Management Service, and to determine the effect of the work environment and work motivation on employee performance at the Bandung City Fire and Disaster Management Service either partially or simultaneously.

This study uses a quantitative approach. The data collection technique used a questionnaire with a saturated sample technique which was distributed to 141 employees of the Bandung City Fire and Disaster Management Office with cross sectional execution time. The data analysis technique used is descriptive analysis using the Structural Equation Model (SEM) analysis method assisted by the SmartPLS Version 3.2.9 software.

The results of this study indicate that the variables of work environment and work motivation have a significant effect on employee performance either partially or simultaneously. This is evidenced by the coefficient of determination that the work environment and work motivation affect employee performance by 62%, while the remaining 38% is influenced by other variables.

The considerable influence on work environment variables and work motivation will certainly affect employee performance. So that the Bandung City Fire and Disaster Management Service is expected to be able to evaluate and fix existing problems, in order to increase employee comfort when working. Increased employee performance can certainly help the company to achieve its goals.

Keywords: Work Environment, Work Motivation, Employee Performance