

**PENGARUH LINGKUNGAN KERJA FISIK DAN MOTIVASI KERJA  
KARYAWAN TERHADAP KINERJA KARYAWAN  
PADA ALTIS PRODUCTION**

**ABSTRACT**

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This study aims to determine the effect of the physical work environment and work motivation on employee performance at Altis Production. This type of research is an explanatory research with a quantitative approach. The population used is three and six employees. The sampling technique uses saturated samples, types and sources of primary and secondary data, data collection methods by means of interviews, observations, questionnaires, and documentation using validity and reliability tests as well as multiple linear regression analysis techniques and hypothesis testing with t-test. Based on the results of the study indicate that the physical work environment has a significant effect on the performance of Altis Production employees and work motivation has no significant effect on the performance of Altis Production employees.

***Keywords: Physical Work Environment, Work Motivation, and Employee Performance***