

## **ABSTRACT**

*This research aims to determine and analyze the influence of the work environment on employee performance with work motivation as an intervening variable at the Regional Personnel Agency of Southeast Sulawesi Province. The population used in this research were all employees of the Regional Personnel Agency of Southeast Sulawesi Province. The sampling technique in this research used the census method technique. The number of samples used in this research was 76 respondents with the characteristics of civil servants.*

*Data collection was carried out by distributing questionnaires directly to the samples selected through the sampling method, namely the census method. Measurement of the questionnaire sample uses a Likert scale. Five (5) points and hypotheses in the research were tested using the SEM (Structural Equation Modeling) method, a multivariate statistical analysis method with the help of computer software in the form of the SmartPLS program.*

*The results of the analysis of statistical tests show that work environment variables have a positive and significant effect on employee performance. Apart from that, it is also known that the work environment variable has a positive and significant effect on work motivation. The work motivation variable has a positive and significant effect on employee performance. And work motivation variables can mediate the relationship between the work environment and employee performance. The Regional Staffing Agency of Southeast Sulawesi Province can conduct a deeper evaluation of the employee work environment by paying attention to existing facilities and relationships between employees and superiors. It is necessary to give appreciation in the form of special rewards so that it creates motivation to work and employees do not only work to fulfill the work program in the Employee Work Target (SKP), this is done to improve employee performance.*

*Keywords: work environment, work motivation, employee performance*