

ABSTRACT

This Research aims to examine and analyze the influence of non physical work environment and job characteristic on employee performance at PT PLN (Persero) Distribusi Jateng dan DIY.

The sampling method used on this research is proportionate stratified random sampling. Data was collected through questionnaires to 75 respondents who are employees at PT. PLN (Persero) Distribusi Jateng dan DIY. The techniques of data analysis in this research includes the test of reliability, validity, classical assumptions, and multiple regression.

The results of this research indicate that non physical work environment and job characteristics have a positive and significant effect on employee performance.

Keywords: *non physical work environment, job characteristics, employee performance.*