ABSTRACK

Muhammad Arfan, "Environment and Morale Work Its Effect on Employee Performance in Head Office of PT Pos Indonesia (Persero) Branch Bandung", under the guidance of Prof. Dr. Umi Narimawati, SE., M.Si.,

This study aims to provide information related to the work environment and morale effects on employee performance. The working environment and Morale is a problem that can not be in sikapi with one eye, because the effect would have a big impact on staff performance itself. This study aimed to discover how much influence the independent variable (Environmental and Morale) against the dependent variable (Performance) at the Head Office of PT Pos Indonesia (Persero) Branch Bandung, both simultaneously and partial.

This research using descriptive analysis and verification, which is used to determine the Environmental and Morale Effects on Performance in Head Office of PT Pos Indonesia (Persero) Branch Bandung. The sample under study amounted to 81 respondents, with the analysis used is multiple regression analysis, correlation analysis, simultaneous analysis and partial determination coefficients, and hypothesis testing using F test and t test, with data tool SPSS 14.0 software for windows.

The results showed that, correlation analysis showed a very strong level, which means, if the environment is considered a good and moral company, will improve the performance of every employee. The amount of the impact of free and bound variables simultaneously considered good at 72.3% while the remaining 27.7% influenced by other factors. While the impact, which is considered as a separate note, amounting to 34.7% (the work environment on performance), 37.5% (morale on performance), 32.9% (against the moral work environment), it can be seen the greatest impact, which obtained through a moral that can improve employee performance.

Keywords: Environment, Morale, and Employee Performance