ABSTRACT

Hasbi Sidik, " Work environment analysis and spirit effect on the performance of employees working in PDAM Tirta Raharja Bandung Regency."
Under the guidance of Isniar Budiarti SE., M.Si

Labor is one important factor that must be considered by the company in order to achieve the objectives of the company. labor is a central figure in the organization to support the achievement of good performance of the company's employees are in demand to be able to manage a comfortable working environment so that all employees have high morale. The purpose of this study was to determine the magnitude of the effect of work environment and morale of the employee's performance.

The method used in this research is descriptive method with quantitative approach and verifikatif. The unit of analysis in this study is the work environment, employee morale and performance of PDAM Tirta Raharja in Bandung regency. Data collection methods used are saturated sample as many as 91 respondents. To find the working environment and morale of employees in improving performance, the statistical test used is the calculation of validity, reliability, path analysis, correlation, coefficient of determination, hypothesis testing, and also use the aid program SPSS 17.0 for windows applications.

The results showed the work environment and morale have a positive and significant impact on employee performance, the magnitude of the influence of the working environment and morale of employees in improving performance by 91.9%, and the remaining 8.1% is affected by other variables such as motivation, discipline, work, compensation and leadership style. While the impact of the influence of each variable is the working environment on the performance of 9.9% and employee morale at the employee's performance of 81.8%.

Keywords: work environment, morale, employees performance