

**THE INFLUENCE OF WORK ENVIRONMENT AND
COMPENSATION TO THE EMPLOYEES' PERFORMANCE
AT BUREAU PUBLIC GOVERNANCE SETDAPROV LAMPUNG**

Asbtrac

By
Sonni Fernandi

Bureau of Public Governance Lampung Province is one agency that has the task to assist the Governor in carrying out the duties of government officials should have a professional and have a good performance, but it is yet to be seen because there are many employees who come and go are not exactly at the specified time. Research purpose to determine the effect of work environment on employee performance Bureau of Public Governance Setdaprov Lampung, to determine the effect of compensation on employee performance Bureau of Public Governance Setdaprov Lampung and to determine the effect of work environment on employee performance and compensation Bureau of Public Governance Setdaprov Lampung.

The population in this study is all Bureau of Public Governance Setdaprov Lampung personel from group I, II, III, IV and PHL in Lampung Province Bureau of Governance 70 (seventy) people. To test the research hypotheses using multiple linear regression analysis.

The results, there is influence of the variable work environment to variable performance Bureau of Public Governance Lampung Regional Secretariat. There is influence of the variable compensation to variable performance Bureau of Public Governance Lampung Regional Secretariat. Simultaneously there is influence between the variables physical work environment, non-physical work environment and compesation jointly to variable performance Bureau of Public Governance Lampung Regional Secretariat so that the hypothesis is accepted.

Advice from the research, the work environment and compensation lowest value neatness of the room layout is currently working to make your work comfortable, the relationship between superiors and subordinates are good and incentives / honoraria received in accordance with the work, those three things together because it affects the performance by the Chief of the Bureau of Public Governance Lampung need to pay attention to three things intended for the performance of the Bureau of Public Governance Lampung can be increased.

Keywords: Work Environment, Compensation, Performance