ABSTRACT

This study aims to examine and determine the effect of the work environment and giving rewards on employee performance with work motivation as an intervening variable on nurses at Sultan Agung Islamic Hospital, Semarang. Sources of data used are primary data through questionnaires and secondary data through literature studies both from journals, books, and relevant data obtained from organizations.

The population in this study were all nurses at the Sultan Agung Islamic Hospital, Semarang, amounting to 517 people. While the sample used in this study amounted to 84 people. Sampling in this study used the Simple Random Sampling technique and also a lottery which was used to determine 84 respondents. Then the analysis technique used is Path Analysis with SPSS software.

The results showed that the work environment has a positive and significant effect on employee performance, giving rewards has a positive and significant effect on employee performance, the work environment has no effect on employee performance mediated by work motivation, giving rewards has an effect on employee performance which has been mediated by work motivation, and work motivation has a positive and significant effect on employee performance.

Keywords: Work environment, giving rewards, work motivation, employee performance

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