

**THE EFFECT OF WORK ABILITIES AND WORK ENVIRONMENT ON
EMPLOYEES' PERFORMANCE IN THE OFFICE OF THE REGIONAL
DEVELOPMENT PLANNING AGENCY (BAPPEDA) OF SELUMA
REGENCY**

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This study aims to determine the effect of work abilities and work environment on employees' performance in the Office of the Regional Development Planning Agency (BAPPEDA) of Seluma Regency. This type of research is a type of quantitative descriptive research. The data collection method in this research uses observation and questionnaire techniques, with a sample of 60 respondents. The results of the research show that the multiple linear regression $Y = 22.644 + 0.134 (X_1) + 0.439 (X_2) + 3.451$. Where the coefficient is positive, meaning that there is a positive or unidirectional correlation between the work ability variable (X_1) and the work environment (X_2) the value is zero, then employees' performance (Y) will increase by 0.439. The coefficient is positive, meaning that there is a positive or unidirectional relationship between the work environment (X_2) and employees' performance (Y) in the Office of the Regional Development Planning Agency (BAPPEDA) of Seluma Regency. The results of the work ability test (X_1) show $t_{count} 2.984 > t_{table} 1.6706$ and significance $0.004 < 0.05$, thus the results of the hypothesis H_a are accepted and H_o is rejected, meaning work ability (X_1) has a positive and significant effect on employees' performance (Y) in the Office of the Regional Development Planning Agency (BAPPEDA) of Seluma Regency. The results of the work environment test (X_2) show $t_{count} 6.638 > t_{table} 1.6706$ and significance $0.000 < 0.05$, so the results of the hypothesis H_a are accepted and H_o is rejected, meaning the work environment (X_2) has a positive and significant effect on employees' performance (Y in the Office of the Regional Development Planning Agency (BAPPEDA) of Seluma Regency. The result of the F_{count} value is greater than the F_{table} value, namely $25.679 > 2.76$, so it is concluded that the hypothesis is accepted, meaning that there is a simultaneous effect between work ability (X_1) work environment (X_2) on employees' performance (Y) in the Office of the Regional Development Planning Agency (BAPPEDA) of Seluma Regency. This can be seen at the significance level of $0.000 < 0.05$.

Keywords: *Work Ability, Work Environment, Employees' performance*

- 1. Student (Management)**
- 2. Supervisors**

