

## **ABSTRACT**

*Self-efficacy is one of the internal factors that significantly determines employee performance. This concept relates to the extent to which an individual feels confident in completing tasks and facing challenges in the workplace. In addition to internal psychological factors, the work environment also functions as an important external support in improving employee performance. A good work environment creates a pleasant working atmosphere. A comfortable and supportive work atmosphere can enhance employee motivation, focus, and enthusiasm. On the other hand, an unsupportive work environment can lead to tension, stress, and decreased productivity. This study uses a quantitative research method, employing the distribution of questionnaires to employees. The total population is 1,307 people, with a sample of 93 respondents. The results of this study show that the self-efficacy variable falls into the "very good" category and has a positive influence on employee performance. Similarly, the work environment variable also falls into the "very good" category and has a positive influence on employee performance. Therefore, it can be concluded that self-efficacy and the work environment have a positive and significant influence on employee performance.*

**Keywords:** *Self-efficacy, Work Environment, Employee Performance*