

## ABSTRACT

*In the current business environment, the concern of the companies is not only focusing on the products or services produced, but the companies also concern about the employees because it is believed that by focusing also on the employees will bring many positive advantages for the company's growth. Although the government of Surabaya already settled the regulation about regional minimum wage, there were still many companies that were not following the regulation. However, there were some companies that followed the salary regulation made by the government. One of the companies was PT. X. It is found that, PT. X provided its employee good job motivation and work environment which made the employees thought differently, by did not join the demonstration. By providing good job motivation and work environment, it is interesting to be known whether these factors have created enough job satisfaction and job performance since PT. X is the second leader in ice cream industry. According to some theories, there can be found that job motivation has relation to job satisfaction, work environment has relation to job satisfaction, job satisfaction has relation to job performance, job motivation has relation to job performance, and work environment has relation to job performance.*

*This study used simple regression to test the hypotheses in statistic software of SPSS version 16.00. The sample of the study is the employee of PT. X, which the whole population became the sample. From the study it is found that (1) Job motivation has positive significant effect to job satisfaction, (2) Work environment has positive significant effect to job satisfaction, (3) Job satisfaction has positive significant effect to job performance, (4) Job motivation has positive significant effect to job performance, and (5) Work environment has positive significant effect to job satisfaction.*

**Keywords:** *simple regression, job motivation, work environment, job satisfaction, job performance*