

## ABSTRACT

Work environment that supports can provide motivation to all employees to increase company productivity. Comfortable work environment makes employees work optimally so that will directly affect the motivation of employees in employment. Employee productivity at work is influenced by a supportive work environment.

Work Environment is all physical, physiological, social, and networking within the organization that gives effect to the employee. Motivation is the driving power of the working person who creates excitement for them to cooperate, to work effectively, and integrated with all the efforts to achieve satisfaction. Through this research, the authors would like to know how things work environment and employee motivation and the relationship between them in the Law Firm Hotman Paris & Partners.

The research method used is descriptive survey approach. Using a descriptive design in accordance with the purpose of describing the reality of employees' views about the work environment, physical as well as physiology. Because the survey methods used in collecting data, the authors make the questionnaire to the respondent. Data obtained from questionnaires filled out by employees of Law Firm. Data were analyzed with ratings scales and the Spearman rank correlation to look at the relationship between work environment and motivation at work.

The results showed that the work environment Law Firm Hotman Paris & Partners is in a good criteria with an average score on the environment 4, 23. Motivation is also in good criteria that is equal to 4.11. There was a significant relationship between work environment and employee motivation in the Law Firm Hotman Paris & Partners. It has been shown by the results of which reject  $H_0$  for there is no relationship between work environment and discipline in work.

There was a significant relationship between work environment and employee motivation as the conclusion of the research.

Key words: work environment, motivation, productivity