

ABSTRACT

This research was conducted to determine the effect of work motivation on employee performance at PT. INTI Persero Bandung. The purpose of this research is to find out and analyze the work motivation of employees, know and analyze the performance of their employees and find out how the influence of work motivation on employee performance at PT. INTI Persero Bandung.

This study uses a quantitative method with a type of descriptive-causality research. Sampling is done by non-probability sampling method, with the number of respondents as many as 45 people. The data analysis technique used is descriptive analysis and simple linear regression analysis.

Based on the results of partial hypothesis testing, work motivation affects the performance of employees at PT. INTI Persero Bandung. This is evidenced by $F_{count} > F_{table}$ ($4.010 > 2.016$) with a significance level of $0.000 < 0.05$. Based on the results of partial hypothesis testing (t test), it was found that the work motivation variable had an effect on employee performance at PT. INTI Persero Bandung. Based on the coefficient of determination it was found that the effect of work motivation on employee performance was 27.2% and the remaining 72.8% was influenced by other variables not examined in this study.

Conclusion of this study, work motivation at PT. INTI Persero Bandung is included in the good category. However, there are some items that need to be corrected, such as paying employees, giving them the opportunity to get higher positions, giving sanctions to employees who are late.

Keywords: *Motivation, employee performance, complaints, speed, discipline*