

ABSTRACT

Globalization has an impact on various aspects of life including aspects of health services including Puskesmas. Puskesmas which are the spearhead in health services in health services are required to achieve optimal performance from their health workforce (human resources).

Based on the list of absences of Jamanis Puskesmas employees, the motivation of Jamanis Puskesmas employees is indicated to be quite good due to a decrease in the number of absences of employees. While based on the results of preliminary tests given to Jamanis Community Health Center employees, the motivation of their employees is still quite sufficient.

This study aims to determine the motivation and performance of employees at the Jamanis Community Health Center. And to determine the effect of motivation on employee performance at the Jamanis Community Health Center. This research uses descriptive and causal research types. The data collection method is done by distributing questionnaires to 67 respondents with saturated sampling techniques. In explaining the results of the study using descriptive analysis, multiple linear regression analysis techniques, using the test (t), test (f) and the coefficient of determination. Data from the distribution of the questionnaire was processed using SPSS 22 software.

Based on the results of the study it can be concluded that the motivation of Jamanis Community Health Center employees is quite sufficient and the performance of Jamanis Community Health Center employees is quite sufficient. Based on the results of the multiple regression analysis tests shows that motivation has a positive influence on employee performance. Based on the test results (t) shows that motivation has a significant effect on employee performance. While based on test (f) there is a positive and significant influence of achievement motivation, power motivation, and affiliation motivation on employee performance levels.

Based on the results of the coefficient of determination shows that motivation has an influence on employee performance by 95.3% and the remaining 4.7% is influenced by other variables not examined in this study.

Keywords: Human Resources, Motivation, Employee Performance, Puskesmas