

ABSTRACT

Employee performance is an important factor whether it is in an organization or company. Employee performance has a very important role for the success of the company as a whole, many factors can affect employee performance, one of them is work motivation. High work motivation will have a positive impact on increasing the level of employee performance. Based on the obtained data, the SKPI value of employees at PT. XYZ has decreased in 2018. In addition, based on data on attendance and late of attendance, it has fluctuations in every period.

This research was conducted at PT. XYZ with work motivation as the independent variable and employee performance as the dependent variable. The purpose of this study was to determine how the conditions of work motivation and employee performance at PT. XYZ and how much work motivation influence performance of employees at PT. XYZ.

The population in this study is permanent employees of PT. XYZ, amounting to 423 employees which out of them, 206 employees were chosen. The sampling technique uses the Slovin formula and the data collection uses incidental techniques. The analysis technique that was used is descriptive analysis and simple linear regression.

Based on research results, it shows that work motivation is in the high category and employee performance is in the high category. While the statistical test results obtained that H1 is accepted means that work motivation affects the performance of employees of PT. XYZ with a magnitude of influence of 31%.

The results of this study are expected to be used as an evaluation and consideration for companies in the future to understand how the conditions of work motivation of employees and can provide training also appreciation regularly to employees. The next researcher is expected to be able to use other variables such as leadership style and use other research methods such as SEM.

Keywords: human resource, organizational behavior, work motivation and employee performance