

ABSTRACT

PT Brataco Chemika Bandung Branch is a private company engaged in the distribution of chemicals. In order to achieve the best performance, companies need to manage human resources well. Work motivation is one of the factors that influence the ups and downs of employee performance. This research was conducted to determine the level of work motivation of employees, the level of employee performance, and the effect of work motivation on employee performance at PT Brataco Chemika Bandung Branch. The research method uses quantitative methods. This type of research is causal research. The population of this research is the employees of PT Brataco Chemika Bandung Branch with a total of 155 employees. The sampling technique used in this study is probability sampling, using simple random sampling. The total sample is obtained from calculations using the Slovin formula. The method of data collection is done through the distribution of questionnaires to 112 respondents as a sample.

Data processing in this study uses SPSS 24 and Microsoft Excel software. There are several data testing methods used in this study. First there are descriptive analysis, method of successive interval, classic assumption test using normality test and heteroscedasticity test, simple linear regression analysis, coefficient of determination, and hypothesis testing. The normality test in this study uses the P-P Plots test, and the heteroscedasticity test uses the glacier test.

The results of data processing show that the level of work motivation of employees of PT Brataco Chemika Bandung Branch is included in the very high category. Furthermore, the level of performance of PT Brataco Chemika Bandung Branch employees is included in the very high category. Regression test results show that work motivation has a significant positive effect on employee performance. The influence of employee work motivation on the performance of employees of PT Brataco Chemika Bandung Branch is 38.1%, the remaining 61.9% is influenced by variables not examined in this study.

Key Word: employee performance, organizational behavior, work motivation,