

## **ABSTRACT**

*Work motivation can be seen from employee attendance data and employee delays data in the company, judging by the attendance data and delay data of employees of PT. Permodalan Nasional Madani (Persero). From the data obtained can be said that the attendance and delay of employees of PT. Permodalan Nasional Madani (Persero) is fairly good in every month. As for measuring the performance of employees in this research, they have a Key Performance Indicator and, preliminary questionnaire.*

*This research aims to know the condition of intrinsic motivation and extrinsic motivation PT. Permodalan Nasional Madani (Persero) Jakarta as well as influence the intrinsic motivation and extrinsic motivation to the performance of PT employees Jakarta.*

*The approach to this research is quantitative with the type of descriptive research using IBM SPSS 20. While the method of analysis used is multiple linear regression. Method of collecting data through the dissemination of questionnaires using 272 sample employees. The sampling method uses probability sampling technique while sampling technique uses random sampling technique (Simple Random side).*

*The results of the study proved that partially the intrinsic motivation has a significant influence on employee performance, while the extrinsic motivation has no significant influence on the employee's performance. The results also proved that the intrinsic motivation and extrinsic motivation have a simultaneous influence on the employee's performance.*

*It is hoped that researchers can then use other variables such as organizational culture, job satisfaction, and employee commitment. To know other aspects not addressed in this research and can also use other research methods such as path analysis and SEM analysis. Advice for companies to provide creativity training that aims to Provide opportunities for its employees to bring out the idea of the free as rational as possible.*

*Keywords: work motivation, intrinsic motivation, extrinsic motivation, employee performance.*