

ABSTRACT

YULI ANGELINA M / 2000861201202/ FACULTY OF ECONOMICS / HUMAN RESOURCE MANAGEMENT / THE INFLUENCE OF MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. INDOMARCO ADI PRIMA JAMBI BRANCH / ADVISOR 1ST. DR. SUDIRMAN., S.E., M.EI 2ND MUHAMMAD EMIL S.E., M.M.

Every organization certainly wants to achieve its goals. The role of the humans involved in it is very important. To move people to suit the desired organization, it is necessary to understand the motivation of the people who work in the organization, because motivation can determine people's behavior at work and a person's ability to work. Work motivation is very important for the high and low performance of the company. Without employee motivation to work together for the benefit of the company, the goals that have been set will not be achieved. This research basically aims to see the influence of motivation on the performance of PT employees. Indomarco Adi Prima. The issue of employee motivation continued to be studied until finally this research was written to measure the level of employee performance.

To answer the research objectives, the author uses theoretical studies related to research variables, namely content and performance. Apart from that, the author also looked for relevant previous thesis research in the form of previous articles and journals to support this research. This research used 61 respondents with analysis techniques using simple linear regression and hypothesis testing using the t test.

The type of data used in this research is quantitative descriptive, namely to determine the influence of motivation that can influence employee performance. Regression aims to test the relationship between the influence of one variable on another variable. The variable that is influenced is called the dependent variable, while the variable that influences is called the independent variable.

From the results of the data processing carried out, the regression results $Y = -0.108 + 0.984$ Meanwhile, from the hypothesis testing carried out, it was found that motivation had a positive and significant effect on employee performance.

The results of the research, data analysis and discussion in this research can be interpreted as saying that PT. Indomarco Adi Prima provides good motivation to its employees, employees also feel satisfied with the work they are given and the motivation they receive is good. Apart from that, there is a positive and significant influence between motivation on performance of 60.90% and the remaining 39.10% is influenced by other variables outside the research model.