

ABSTRACT

The development of the aviation business in Indonesia is categorized as a promising venture, one notable example being Soekarno-Hatta International Airport. The background of this research stems from the fact that employee performance data at Soekarno-Hatta International Airport indicates a level of performance ranging from fair to very poor, contrary to the expected performance of the airport. This study aims to analyze and examine the impact of work motivation on the improvement of employee performance at Soekarno-Hatta International Airport.

Conducted as a quantitative research study, this research utilized a survey method with a hardcopy questionnaire, obtaining valid primary data from 95 respondents. The data was processed using simple linear regression. The sampling technique employed was non-probability sampling, specifically purposive volunteer sampling. The software utilized for this research was SPSS version 25.

The research findings reveal that work motivation has a positive and significant impact on employee performance at Soekarno Hatta International Airport. Data processing results show that the work motivation variable (X) influences the employee performance variable (Y) by 34%, while the remaining 66% is influenced by other variables not explored in this study.

Key Words: *Work Motivation, Employee Performance*