

ABSTRACT

Human resources is an important factor in determining the success of an organization. If the human resources can be managed well, it will produce optimum performance. One attempt to produce optimal performance is to provide motivation. This study aims to determine the motivation of employees, the level of motivation based on the characteristics, as well as any factors which may affect the motivation of employees in PTPN IX (Persero) Batujamus Gardens. The method used in this research is descriptive statistical analysis factor analysis techniques. The samples used were 1 571 320 of the total population of employees PTPN IX (Persero) Batujamus Gardens. The motivation of employees is measured through questionnaires with 56 items statement. The results showed that the motivation of employees in PTPN IX (Persero) Gardens Batujamus included in the high category that intrinsic motivation by 72.82%, whereas extrinsic motivation of 74.40%. Crosstabs analysis results indicate that there is a difference (value Asym.Sig (2-sided) $\leq \alpha = 0.05$) were significant motivation level of employees by education (0,018), tenure (0.001), and office employees (0,000), while by type Gender (0.257) and age (0.492) there was no difference (value Asym.Sig (2-sided) $\geq \alpha = 0.05$) were significant. Based on the results obtained by factor analysis of 13 factors that influence employee motivation. These factors include supervision (4.81), working conditions (3.829), relationship with peers (3,405), promotion (3.222), training (3.082), fringe benefit (2.955), pay (2.828), responsibility (2.483), management strategies (2,380), recognition (2.348), task interest (2,220), consideration of ideas (1.910), and ethics (1.894).

Keywords: motivation, characteristics of respondents, Two Factor Theory Herzberg, factor analysis.