

## **ABSTRACT**

*Human resources is a central factor in organizations and companies. The importance of human resources in an organization or company requires every organization has a qualified and productive employees to run the organization.*

*This research was conducted in PT. Telekomunikasi Indonesia, Tbk Telkom Area of Central Jakarta by using work motivation as the independent variable and performance as the dependent variable. The purpose of this study is to determine the influence of work motivation, consisting of intrinsic and extrinsic motivation on the performance of the employees of Telkom Area of Central Jakarta. This research is descriptive and causal. Data were analyzed by using descriptive analysis, multiple linear regression analysis, simultaneous hypothesis test (F test), the partial hypothesis testing (t-test), and the coefficient of determination. Sampling technique used is Proportionate Stratified Random Sampling.*

*Based on the results of the questionnaire with 100 respondents, the assessment of employees' work motivation are in the category of high, and the assessment of employee's performance are in the category of very high. In the hypothesis testing results, it can be concluded that the work motivation variable (X) consisting of intrinsic motivation (X1), extrinsic motivation (X2) simultaneously and partially had significant effect on employee performance (Y). In the test results the coefficient of determination (R<sup>2</sup>) obtained a value of 0.554, this means that the influence of work motivation on employee performance was 55,4%, while the remaining 44,6% influenced by other factors was not examined in this study.*

*Keywords: motivation, intrinsic motivation, extrinsic motivation, performance*