

ABSTRACT

Changes in the organizational structure of the environment Innovation and Design Center PT Telkom Indonesia Tbk. not aligned properly in the goal of improving the performance of employees who are in it. This shows that there were errors in the determination of the changes in the organizational structure of the run and give an impact on motivation factor.. Performance in found when changes in organizational structure made it a negative impact for the company. Obviously with the phenomenon like this takes a further study on this subject and how to overcome them.

Through research conducted is expected to explain how the effect of organizational structure dimakili by several sub-variables, specialization of labor, pendepartemenan, the chain of command, the scope of control, centralization and decentralization, as well as well as the formulation of the performance of employees represented by the sub variables, work, behavior work, personal nature contained in Innovation and Desgin Center PT Telkom Indonesia Tbk.

Methods of data collection is done by questionnaire through the deployment is done in the Innovation and Design Center PT Telkom Indonesia Tbk as many as 104 pieces, and also interviews conducted also at the object. Data from the questionnaire will be processed using tools SPSS (Statistical Product and Service Solution Moment) version 20.0 for Windows.

Based on the results of questionnaires and tests that have been carried out, the organizational structure (X1) and motivation (X2) have an influence on employee performance either partially or simultaneously. While the test results the coefficient of determination, the result for 0445 .This research shows that the variable X affects 44.5%, the rest is influenced by other variables outside of this study.